



July 2019



## Employee Feedback

J'me Overstreet

Have you ever heard of the "feedback sandwich"? The feedback sandwich is a technique where you praise a little, then give the tougher feedback, and end with reassuring them what a great job they are doing. This method of feedback really doesn't work very well. Employees often find it to be confusing and possibly insincere. The employee may feel you are sending mixed messages, and as a result, what needed to be conveyed ends up diluted.

Feedback should be specific in your details, show them you care, and include the impact their performance is having on the organization or the team. This method of feedback is effective in praising or redirecting performance.

Feedback should be about giving, receiving, and redirection. Take turns taking the fall; it must never be about winning or losing.

Employees will work the extra hours, and do whatever it takes for a leader who will put his/her neck on the line first.

Take the lead in sharing your own human fallibility; put yourself on the line. Share what you are working on in your own personal and professional development.



## New Chief of Court Services



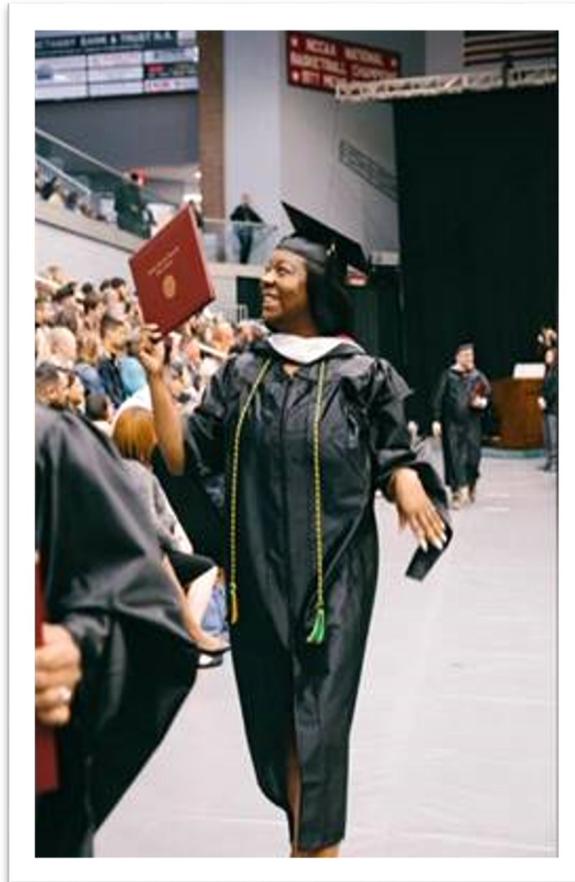
Ms. Hajr Hamin has been employed with the OCJB since July 1, 2011 when she was hired on as a Detention Officer within the OCJDC. Ms. Hamin was promoted to the Detention Officer II in 2012 and again to Probation Officer in 2013, joining the Court Services Department. In 2014,

Ms. Hamin was promoted to the Intake Supervisor and IDSU Manager until her current promotion to Chief of Court Services. Ms. Hamin is an extremely hard-working, dedicated employee who is invested in the success of the youth she serves, the employees around her, and the overall success of the OCJB.

Ms. Hamin is always willing to step in and assist wherever she can, making herself available for any employee or family assigned to the IDSU and often times employees outside of the IDSU. Ms. Hamin is a true picture of what "Their Success is Our Success" means.

**Please join me in congratulating Ms. Hajr Hamin, Chief of Court Services**

# Promotion



Keisha Kearney has been employed with the OCJB since July 2014. Ms. Kearney began her career as a Detention Officer. Ms. Kearney joined the Court Services Department in March 2016 as a Probation Officer and was promoted to a Probation Supervisor in July 2019. Ms. Kearney displays a great passion for the youth that we serve. Keisha constantly demonstrates a positive attitude and great leadership within the Court Services Department. Ms. Kearney is a true example of what a team player is.

**Please help me in congratulating Ms. Kearney!!**

## **DETENTION OFFICER OF THE MONTH JULY 2019**



### **Detention Officer II Antonio Windham**

Antonio Windham grew up in Tulsa, Oklahoma and Oklahoma City, Oklahoma. He attended Midwest City High school where he graduated in 2014. He attended Rose State College studying in Criminal Justice. He has three sisters and four brothers.

Antonio Windham is hardworking, humorous, a caring individual, and a joy to be around. DOII Windham has assisted his supervisors run shift, as well as train new officers. Mr. Windham is constantly on the move and accepts all of his job assignments without complaint. Not only is Mr. Windham willing to help his fellow officers, he is willing to go the extra mile to help our residents. DOII Windham always responds to emergency situations without hesitation and never leaves without making sure all tasks are completed. DOII Antonio Windham as Detention Officer of the Month is well deserved.

**Congratulations to Detention Officer II Windham!!!**

# Welcome Judge Thomas Riesen



Please join us in welcoming the Honorable Thomas Riesen to the Oklahoma County Juvenile Justice Center!

Judge Riesen was born and raised in Ardmore, Oklahoma and is a true “Okie”, as he has resided in Oklahoma all his life. After graduating from law school, Judge Riesen worked in the Oklahoma County District Attorney’s Office for five years. He then spent twenty-five years in private practice. In July 2018, Judge Riesen was appointed as a Special Judge, focusing on family law and guardian ad litem work, which focuses on the best interests of a child.

Judge Riesen has been married for almost 34 years and has two sons, ages 27 and 30. Judge Riesen and his wife have a 13 week old golden retriever named Rebel. During his free time, Judge Riesen enjoys spending time outdoors, hunting and fishing.

We are excited to welcome Judge Riesen and his staff to the Oklahoma County Juvenile Justice Center and look forward to working together to serve the youth of Oklahoma County.

# Thank You for Your Service, Judge Ryan!



The Honorable Gregory Ryan, Special District Court Judge, departed from the Oklahoma County Juvenile Division and relocated to the Oklahoma County Courthouse, located downtown Oklahoma City, on Monday, July 22, 2019.

Judge Ryan, born in 1957, was raised in New York, New York. He graduated from Oklahoma City University (OCU) School of Law in 1982 with his Juris Doctorate and was admitted to the Oklahoma Bar Association the same year.

While an attorney, he was employed with the Oklahoma County District Attorney's Office (1982—1990), Abowitz, Welch & Rhodes (1990—1994), Able, Musser, Sokolosky, Mares, Burch, Kouri & George (1994—1996) and a founding partner of DeYong, Ryan & Rischard (1996—2001). His areas of practice included personal injury, medical negligence, administrative law, criminal defense, civil rights defense, criminal prosecution, domestic law, and juvenile law.

Judge Ryan was appointed as a Special Judge in July 2001; he served the Domestic Division from 2001—2005, the Criminal Division from 2005—2010, and the Juvenile Division from 2011—2019. Judge Ryan is married with four children, who have a passion for serving in the United States military. If you've ever spoken with Judge Ryan, you know his love of baseball and the Yankees. Judge Ryan has served eight years at the Oklahoma County Juvenile Justice Center and has impacted the lives of hundreds of youth. Thank you for your service and best of luck!

# Farewell



We took Xin Lu to lunch, she is returning to school.

Best Wishes



**John Black, ACA/Training Manager**  
Recognized for cooking on the 4th of July  
and bringing the Detention Staff the food.



**Mary Prince, Administrative Assistant**  
Recognized for how much she has helped in  
her new role in HR! She has hit the ground  
running and been an absolute God-sent to  
me. She's so positive and happy and just all  
around doing way more than required, always  
asking if she can help with anything else.  
Basically just the best! ☺



**Tommy Brown, Facility Administrator**  
Recognized for cooking for the Detention  
Staff and Court Services Staff on two very  
hot days.





**Maintenance Department**  
Recognized them for all the capital improvements they have done during FY19.



We are wishing Advocacy Supervisor Lola Hall well as she retires from CASA of Oklahoma County. Lola is a staple in the child welfare community and we will miss her insight, investigative prowess, and courtroom finesse. Her talents and wisdom have benefited the CASA program, our volunteers, and the incredible foster youth of our county for over two decades!

Our colleague Lola has had an incredibly storied life and career! Lola graduated from Classen High School in 1951 and received an English degree from Oklahoma City University. She began working at KWTN (Channel 9) in Oklahoma City in 1956. Often called "the Channel 9 Weather Girl," she was the first woman in the Southwest in that field of broadcasting. She also worked for other television and radio stations in the Oklahoma City area, including WKY-TV, KOKH-TV in sales and weather, OETA-TV in handicapped programming, KOMA-Radio in radio operations and traffic, and KTOK-Radio in sales and radio continuity. In New York City she worked for NBC as a program analyst.

Excelling in various broadcast responsibilities, Lola won the Oklahoma Education Association's award for Best TV Reporting in Education (1986), the Bill Crawford Memorial Award (1983), the Call for Action Award for Consumer Reporting (1978), and the Oklahoma City Mayor's Award for Handicapped Television Series (1976). Her special accomplishment was as a private consultant for Fortune 500 companies, developing video programs that distributed nationally and internationally. In 1988 she was inducted into the Oklahoma Journalism Hall of Fame. Near the turn of the twenty-first century, after thirty-seven years in radio and television broadcasting, Lola Hall served as director of the Women's Pavilion at Mercy Health Center, Oklahoma City.

And then Lola joined CASA of Oklahoma County in 1997. As an Advocacy Supervisor, Lola coached hundreds of volunteers as they investigated child welfare cases and made recommendations for the children they served. Lola was an outspoken voice for children's justice, suitable placements, foster home availability, and children's individualized needs.

CASA staff, volunteers, board, and others will miss Lola greatly. But we have learned so much from her over the years – her impact on foster care advocacy will resonate for a whole new generation of social workers and support staff. Thank you, Lola, for sharing your brilliance with us all!

# Kudos To You

Kudos to my work hubby **Mr. Black!** He cooked for the staff for the fourth and brought it up here. He bought everything and served them. He's amazing!

Kudos to **Ms. McConnell** for being supportive and active in getting to know her crew. We appreciate her listening and hearing the needs of our department. :)

Delma Harding

Kudos to **Rozlynn McCormick** for cleaning, organizing, and stocking janitorial closet for a co-worker. Sometimes it's the small things that make a difference. "Teamwork makes the dream work."

Margie Byrd-Dean

Kudos to **Billy Walker, Darick Whitehorn, and Richard Lewis Jr.** for helping your co-worker during her down time. "Teamwork makes the dream work."

Margie Byrd-Dean

Kudos to **Everyone** who made the probation officer week a good time.

Michelle Boivin

I would like to take this time to say THANK YOU to all **Detention Employees** for all of your hard work and dedication.

THANK YOU to **Shift Supervisors** for your hard work and dedication to the residents. I know it's not easy at times but you still find a way to get the job done.

Thank you to all **Administrative Staff** for your continuous help, and your dedication. Like I always say

**TEAM WORK MAKES THE DREAM WORK.**

Facility Administrator Tommy Brown

Kudos to **Maryam Bina** for receiving Probation Officer of the Quarter, and always timely with your work. It is noticed and greatly appreciated.

Crystal Pierce

KUDOS to Keisha Kearney, Nicole Mullins, and Crystal Pierce for their promotion to Probation Supervisor.

KUDOS to Hajr Hamin for her promotion to Chief of Court Services.

Kim Tomes

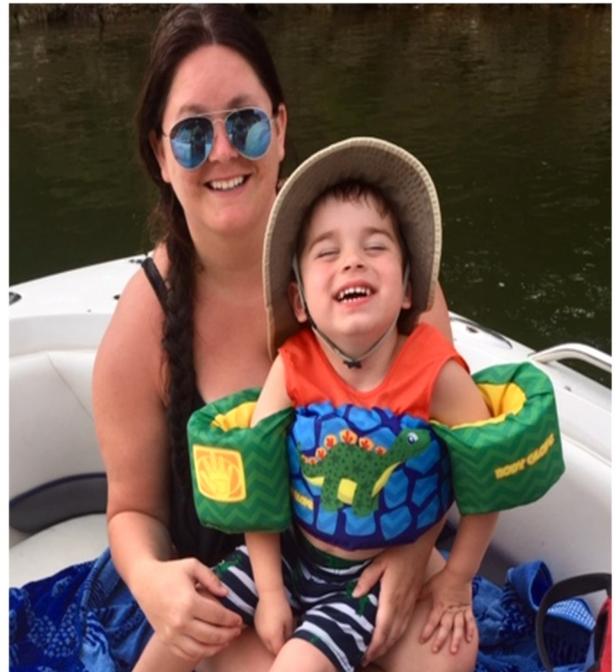


## Fun In The Sun

**Estabraq Al-Adhami**, Building Maintenance Superintendent, visited Broken Bow lake this summer with his family.



**J'me Overstreet** doing some summer gardening with her grandson, Onyx.

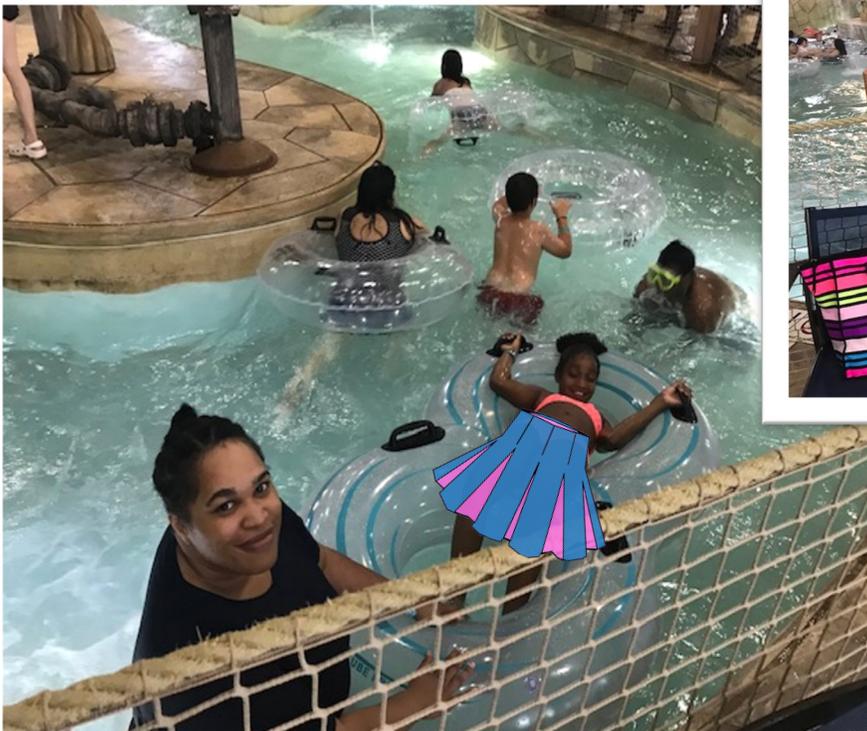


**Administrative Manager, Emily Fees**, and her son, Miles, enjoying Lake Ouachita in Arkansas over the 4<sup>th</sup> of July holiday!

# Fun In The Sun



**Margie Byrd-Dean** and her family having a great time at the Great Wolf Lodge in Grapevine Texas.



Don't ask me why she had on a jacket and pants at the waterpark....Teenagers???

# Fun In The Sun



Facility Administrator Tommy Brown being the “Grill Master” for the Detention staff and the Court Services staff. Ms. Rose is giving him some assistance.



**~ Executime: The County Clerk's Office is still working on everyone's accruals. Unfortunately, they have not been updated within the Executime system yet. Once they are completed, the HR Department will check each one individually to ensure they are correct! We will notify everyone once this has been completed so that you may also check and ensure there are no errors.**

**The next Personal Development Training will be on September 6 and September 13 in the 4th Floor Conference Room. We will be taking the Enneagram Personality Test and learning how our individual personalities relate to each other and how we function within the workplace! Mark your calendars to attend both of those dates!**

# The Champions— Krush Queens



Margie Byrd-Dean's granddaughter (Dakota)

## TBRI Caregiver

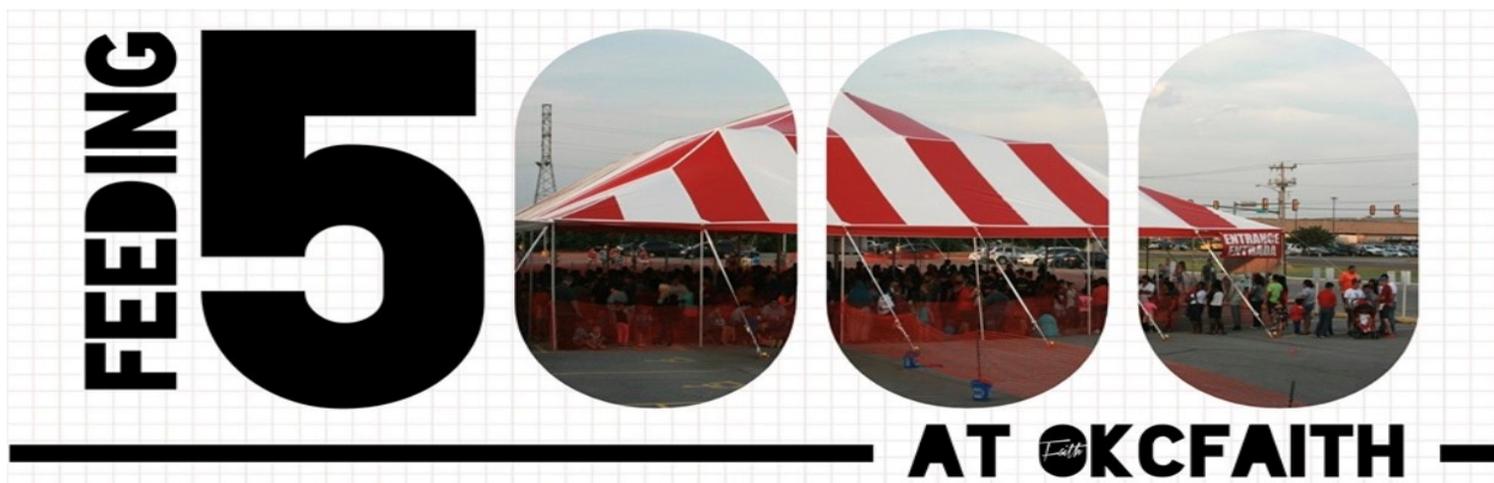
OCJB staff participating in trust-based activities.

If there are three things that make for a great girls night in, they are Netflix, nail polish, and camaraderie. SSI Davis, Officer Juarez, and Officer Walker gave our girls the perfect girls night yesterday; they called it “Netflix and Nurture.” The group watched movies about sisterhoods and following your dreams and took turns painting each other’s nails and toes. In this very natural way, the staff showed the girls how to give and receive care. Ms. Davis reported that they got to see a vulnerable side of most of the girls through this activity, and bonds were definitely formed. Thank you ladies, this is what it’s all about!



# Oklahoma County Juvenile Bureau Family Night @ OKC Faith Church

800 S. Portland Avenue  
Oklahoma City, Oklahoma 73108



Meet & Greet with Jessie, Woody, Buzz, & Rex

Join us for an exclusive  
Preview Night and receive  
the gospel  
message (Toy Story) in such  
a fun and unique way, in-  
cludes a meal, and then get  
FREE backpacks and school  
supplies!

**When: Wednesday August 7, 2019**  
**From: 5:30 p.m. - 7:00 p.m.**

# Pretrial, Probation, And Parole Supervision Week

Pretrial, Probation, And Parole Supervision Week (PPPS Week) is an annual celebration with the goal of raising awareness about the amazing work that community correction professionals do every day.

## Noodle Hockey



Crystal Pierce and Matthew Hankins



Erica Carter and Madelinn Ensign



Erica Carter, Madelinn Ensign, Crystal Pierce and Matthew Hankins

## Pretrial, Probation, And Parole Supervision Week

### Intake and Diversion Services Unit (IDSU) Team



Donna Hampton, Shannon Cornelius, Diana Elston, Matthew Hankins, Claudia Butron, Brooke Smith, Vicki Cargill, Erica Carter and Hajr Hamin.

### Probation Services Unit (PSU) Teams



Jennae Hodge, Susan Smith, Petra Flenory and Michelle Boivin

## Pretrial, Probation, And Parole Supervision Week



Maryam Bina, Tinika Richardson, Quonstoney Jackson and Crystal Pierce



David Swan, Madelinn Ensign, Keisha Kearney, Shawn Clewis and Elizabeth Vega

# Pretrial, Probation, And Parole Supervision Week



Crystal Pierce, Cystal Ramirez, Virgina Cloud, Keisha Kearney and Hajr Hamin

## Heads Up!



Shawn Clewis



Keisha Kearney

# Pretrial, Probation, And Parole Supervision Week

## Years of Service!!



**Keisha Kearney and Erica Carter**  
Five years of dedicated service



**Crystal Ramirez**  
Twenty years of dedicated service

# Pretrial, Probation, And Parole Supervision Week

## Years of Service!!



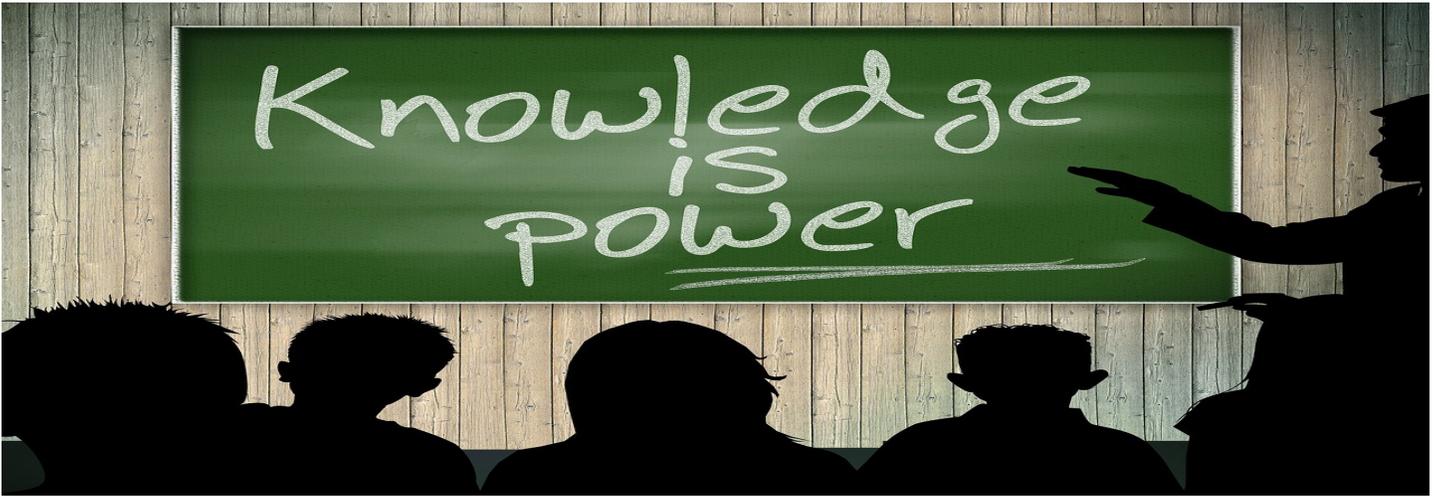
**Virginia Cloud**  
Thirty-one years of dedicated service



**Vicki Cargill**  
Thirty-nine years of dedicated service

Thank you for all you have done for the Bureau during your years of service and for your ongoing commitment to the Bureau's success. Congratulations on achieving this anniversary! You have worked hard for this accomplishment and I truly appreciate your hard work and dedication.

Sincerely,  
Hajr Hamin



The OCJB training program will strive to provide job-related training opportunities in 2019 to improve employee development. The following trainings are currently scheduled:

- On 08/01/2019, **IEP Workshop**, Melanie Berry, Information & Training Specialist with Oklahoma Parent Center, in the 3rd floor conference room (10:00 a.m.-11:30 a.m.); and
- On 09/10/2019, **TBRI One-Day Overview**, OKC Halo Project locate at 401 E Memorial Road in Oklahoma City.

A sign-up sheet has been placed on the training bulletin board. If you plan to attend the training place an "X" next to your name. If your name is not listed, then write your name on one of the empty slots and/or email [KTomes@oklahomacounty.org](mailto:KTomes@oklahomacounty.org).

\*Supervisors, pass this information out to your staff and/or anyone who does not have email. These trainings are available to all OCJB employees. As always if you have any questions, feel free to contact Kim Tomes, Training Manager.

Presented by CASA:

- On 08/05/2019, **Domestic Violence**, Jacqueline Steyn, Program Manager of Domestic Violence Fatality Review Board, in the 3rd floor conference room (11:00 a.m.-1:00 p.m.) presented by CASA;
- On 08/19/2019, **Stranger Danger**, Britnee Joyner, MBA, Director of Community Education and Outreach with Family Builders, in the 3rd floor conference room (11:00 a.m.-1:00 p.m.) presented by CASA; and
- On 09/18/2019, **Mental Health**, Angela Fultz, MA LPC Infant-Early Childhood Mental Health Coordinator with Sunbeam Family Services, in the 3rd floor conference room (11:00 a.m.-1:00 p.m.) presented by CASA.

**Contact Kim Tomes, Training Manager  
to sign-up for one of the trainings being presented by CASA.**





**EVERYTHING IS FREE**

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JOB FAIR + LUNCH + FAMILY PORTRAITS + COMMUNITY SERVICES

**SATURDAY, AUGUST 17 • 9AM - 2PM**  
**COME AND GO • RAIN OR SHINE**  
**FREE GROCERIES**  
**WHILE SUPPLIES LAST**  
**NO ID REQUIRED**

OKLAHOMA FAIRGROUNDS  
OKLAHOMA EXPO HALL

3213 WICHITA WALK  
OKLAHOMA CITY, OK 73107  
PARK NEAR JIM NORRICK ARENÁ OR MAY AVENUE



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**SÁBADO, 17 DE AGOSTO**  
**9:00AM - 2:00PM**  
**LLUEVA O NO**  
**ALIMENTOS GRATIS**  
**HASTA AGOTAR RECURSOS**  
**NO SE REQUIERE ID**

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## Nathan "Uncle Nearest" Green (slave) being honored for being the one who taught Jack Daniel to make whiskey.

CBS News

A new whiskey distillery with a special place in American history will open its doors to the public in Tennessee in September. The company, called Uncle Nearest, honors the first known African American master distiller in the country: a slave who taught Jack Daniel how to make whiskey.

CBS News [first shared Nathan "Nearest" Green's story](#) almost two years ago in an interview with best-selling author Fawn Weaver. At the time, Weaver was devoted to uncovering and sharing Green's history. In the past three years, she's launched Uncle Nearest and has raised about \$20 million to take over the whiskey's production and turn a horse farm into a distillery.

The venture makes Weaver the first female and the first person of color to run a major whiskey or spirit brand. She said it's her way of honoring the man known to some as the "godfather of Tennessee whiskey."



Jeffrey Wright, from HBO's "Westworld," feels so passionately about preserving Green's story that he made a short film to honor him. "If you want to appreciate jazz, you better know who Louis Armstrong was," Wright said. "And if you want to appreciate American whiskey, you should know who Nathan Nearest Green was." In the late 1850's, Green — a farm owner's slave — started working with a young orphan named Jack Daniel. There's no known photograph of Green, but there is a photo of Daniel with Green's son, George, and other distillery workers from around 1900. It shows a black man and a white man sitting side by side at a deeply divided time in the American South.

"We just need to know stories like this because it smashes the lies," Wright said, later adding, "you have this... great iconic American brand, and... this thing that is representative of something that sits in our soul that's created by the coming together of two families... an unlikely partnership." That partnership was an open secret in Lynchburg, Tennessee, where William Hussey Jr. is a member of a Jack Daniel's fan club of sorts, the Tennessee Squires. He has a tattoo of the Jack Daniel's barrel house on his left arm — and on his right arm, he sports a tattoo of the Uncle Nearest logo.