



May 2014
National Correctional Officers and Employees Week
May 4-10, 2014

As National Correctional Officers and Employees Week approaches, I would like to extend my appreciation to each and every staff at DHS. We have the challenging assignment of ensuring the custody, safety, and well-being of the 500 youth in our facilities and alternative placements and the 400 youth on parole. Thank you for the outstanding job you do.

Let's face it: working in juvenile justice can be tough. This is why we have worked hard to roll out Critical Incident Stress Management (CISM) to support staff when they experience trauma and Peer Assistance to help staff with personal issues. You can find out more about these resources on Portal by selecting the "CISM" tab at the top right of the home page or by going to <http://portal/C5/CISM/default.aspx>. In the coming months, we will use a program called Desert Waters to improve culture by addressing correctional fatigue through awareness, validation, and a variety of tools. These efforts are important because in order for us to help youth get healthy, we must be healthy.

Recognition of a job well-done also leads to healthy and better environments. When someone goes above and beyond the call of duty, it's essential to take time out and acknowledge the efforts of our colleagues. Our sites have a variety of employee recognition activities that include excellence award coins, certificates, luncheons, recognition bulletin boards, and more.

It brings me great joy to know that we take time out to plan and organize these activities at our sites. But now it's time to take it to another level by honoring our 2013 Employees of the Year at a statewide ceremony in June. The intention is to elevate the importance of recognizing our colleagues through a visible and exciting celebration. The DHS Employee Recognition Team is working diligently to coordinate a luncheon and ceremony, and I look forward to sharing the names of our honorees in an upcoming publication.

Again, I want to say how much I appreciate all of our staff at DHS. You are our most important resource, and I thank you for the service you provide to our youth, colleagues, families, community partners, and the entire state.