



South Carolina
DEPARTMENT OF
JUVENILE JUSTICE
Sylvia Murray, Director

P.O. Box 21069
Columbia, SC 29221-1069

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Nikki R. Haley
Governor
State of South Carolina

March 7, 2016

Mr. Charles L. Appleby IV
Legal Counsel, Legislative Oversight Committee
South Carolina House of Representatives
Post Office Box 11867
Columbia, South Carolina 29211

Dear Mr. Appleby:

I am in receipt of your letter dated March 4, 2016, that you hand delivered to me on the afternoon of March 4, 2016. This letter contains numerous requests for information and "written statement[s]" explaining various agency processes as well as requests for copies of various agency documents. Please allow this letter to serve as a written response to the inquiries contained therein, to the extent that the Department has been able to generate this information given the brief period of time between our receiving this letter and when you requested our response be provided to you.

The first request asks for an explanation of "all the different ways information about incidents at the agency can be sorted and searched electronically." My understanding is that you were able to see the Department's Event Reporting Management Information System (ERMIS) in person on Friday, March 4, 2016, when you visited DJJ's Inspector General's Office and that you were able to view that system's capability to sort and search "information about incidents" contained therein, in satisfaction of this request as related to ERMIS. In addition to the "information about incidents" contained in ERMIS, the Balanced and Restorative Justice (BARJ) Unit maintains an Access database that contains information from Community Conferences (one response, in a continuum, to juvenile misconduct, which is one type of "incident") held at BRRC since 2013. This database can be searched by any field of entry such as name, date, offense, staff name, etc. Hard copies of the related reports are also maintained in the BARJ office.

Also, as explained to you in person by Katherine Pierson, my Director of Constituent Services, last Friday, the Department's Office of Juvenile and Family Relations (OJFR) processes grievances originating from juveniles and/or family members relating to quality of life issues at DJJ secure facilities. These grievances are also entered into an Access database that is searchable by any criteria and is maintained by OJFR grievance coordinators. Examples of grievances include verbal harassment by staff (cursing, name calling), food issues (expired milk,

cold food, not enough food), clothing issues (wrong size clothing or shoes, clothing missing), and facility conditions (broken shower, too cold, too hot, lights on during sleeping hours). Lastly, any grievance that is received by the OJFR that rises to the level of needing a criminal investigation or policy violation inquiry is forwarded to the Inspector General's Office via an Event Report and tracked in ERMIS. Grievances and grievance findings are shared with management at each facility to ensure that continuous improvements can be made to address quality of life issues.

Due to state confidentiality statutes (SC Code Ann §63-19-2010 and -2020) (and as reflected in DJJ's policy on confidentiality and release of juvenile information), the Department is prohibited by law from disclosing identifiable juvenile information, as would be contained in "videos" from surveillance cameras at any of the Department's facilities. Per your letter of March 7, 2016, the Department will provide copies of the referenced videos to the State Inspector General, upon request. One possible option for the release of documents containing juvenile information that I believe Larry Vanderbilt, my Associate Deputy Director for Legal and Policy Coordination, has previously discussed with you is that we could enter into an "interagency agreement" with the Committee as contemplated in SC Code Ann §63-19-2020(C), wherein the Committee would agree to "maintain the confidentiality of the information" as required by statute, in order to permit the Committee and/or Committee staff to view these documents.

Regarding the "number of dorms and . . . units during the last 10 years . . . [that have] become uninhabitable due to juvenile behavior," as you witnessed last Friday, the Department's ERMIS system was not designed to be able to be searched based on this criteria. And the agency does not otherwise maintain any electronic database or form of paper records from which this information can be culled. However, in an effort to provide the Committee with as much information as we could in the given timeframe, I queried several members of our senior staff who have been with the agency for at least the last ten years, and the following approximate timeframes and descriptions of incidents at BRRC were generated from their individual recollections (the 2015 incidents are ones previously discussed with the Committee):

- 2010 – a juvenile broke a sprinkler in the ceiling in SMU (former maximum security unit at BRRC), resulting in juveniles on that wing being moved to another wing
- 2011 or 2012 – a juvenile broke a brick out of the wall into the next cell at SMU and the juveniles were moved onto another wing
- 2012 – three juveniles did property damage to SMU and were moved to Santee (current CMU building)
- 2014 – the girls were moved from the Transition Home to another housing unit after they caused property damage to the home (the home was not rendered uninhabitable but the girls were moved to a more secure housing unit and had to earn their way back to the home based on improved behavior)
- 2014 – juveniles on one pod in Poplar dorm were moved to another pod after a juvenile broke a sink off the wall and flooded the pod
- 2015 – a juvenile broke windows and damaged the control room of Poplar Dorm resulting in the juveniles being moved to another dorm
- 2015 – juveniles in Magnolia dorm caused property damage and were moved to CMU

2015 – juveniles in CMU and Holly dorm were moved to JDC and MEC (located on Shivers Road) due to smoke in the building from a fire set by juveniles and property damage

2016 – juveniles broke windows in the Transition Home, resulting in the girls being relocated to another dorm, and boys from Cypress dorm were moved to Poplar dorm after juveniles broke windows and caused damage to the control room in Cypress

During your visit to the Inspector General's Office last Friday afternoon, Katherine Pierson provided you with a CD that contained a "copy of all agency policies" as well as the forms related to those policies and an associated Table of Contents. Consistent with agency policy A-2.1, those policies "deemed restricted for safety and security considerations" were not provided. For the Committee's reference, the policies that are restricted from public disclosure are designated on the Table of Contents with an R.

Regarding "employees at the agency who receive an Event Report" and what "the employees who receive the form are required to do with the form and information contained therein," most of this information is contained in agency policy. In general, per DJJ Policy I-3.2 entitled Reporting Events, DJJ employees, regardless of position or job location, who witness an "event" are required to complete an Event Report and submit it, through their supervisor, to the Department's Inspector General's Office. Events may relate "to juveniles, employees, volunteers, visitors, DJJ facilities, programs, schools, offices, and work-sites" and may occur "within any location associated with DJJ, including facilities, county offices, group homes, contract facilities and administrative offices." Event Reports come into the Office of the Inspector General from facilities and offices across the state by way of fax, email, and hand delivery. Once received, the information from the Event Report is summarized and entered into ERMIS by the Department's ERMIS Coordinator (or a Dispatcher during times the Coordinator is not on duty). These entries are completed 24 hours a day, 7 days a week, 365 days a year.

For Priority 1 events, the ERMIS summary of the information from the Event Report is sent via email to the Director, Inspector General, Chief of Investigations, On-Call Investigator, Deputy of Rehabilitative Services, Dispatch Supervisor, Senior Deputy for Planning and Programs, Deputy of Community Services, Deputy of Educational Services, Associate Deputy for Treatment and Intervention Services, Director of Constituent Services, and Public Affairs Director. If applicable, the Facility Administrator of the impacted facility is also notified. For community based notifications, the Director of Classification and the Director of Community Alternatives are also notified. In addition to the above-described personnel, the Coordinator of Victim Services is notified of runaways/escapes, and the Fire Marshall is notified any time there is an actual fire that results in the local fire department responding.

As you heard during your visit to the Inspector General's Office last Friday, all events (both Priority 1 and Priority 2) that have been entered into ERMIS are assigned an ERMIS number, which is the case number, and are turned over to DJJ's Chief of Investigations (Chief) each work day. The Chief reviews each case to determine which events she will assign to a Criminal Investigator, which she will assign to an Internal Affairs Investigator, which she will forward to the Office of Juvenile and Family Relations or the Internal Auditor, and which she will return to management or forward to an outside agency (local law enforcement or OHAN, for example) for appropriate handling. Cases that are assigned to either a Criminal Investigator or to

an Internal Affairs Investigator are reflected in a logbook maintained by the Chief (as she supervises both units). Once a Criminal Investigator completes an investigation, he/she refers the case for review to either the family court prosecutor (for crimes committed by juveniles) or to a local magistrate (for crimes committed by adults, either youth or staff). Once the prosecutor or magistrate has made a decision about moving forward with the charges, the Criminal Investigator returns the case to the Chief who reviews the report and ensures that the case is complete and ready for prosecution/court (criminal case). Once an Internal Affairs Investigator completes an investigation, he/she turns the report over to the Chief for review and then for routing to the Inspector General for final review. The Inspector General forwards the final report in internal affairs cases to the appropriate Deputy Director or Associate Deputy Director for disciplinary/corrective action with the impacted employee, as appropriate based on the findings.

At all secure facilities, if an Event Report involves a use of physical force by staff, then the Event Report and the Use of Force form are forwarded to the Deputy Director for Rehabilitative Services. At BRRC, Event Reports involving juvenile misconduct are attached to a Community Conference form or Unit Conference form (depending on the severity of the misconduct) and copies are sent to the BARJ Unit (for community conferences), the youth's social worker and classification coordinator, and the dorm/unit's PbS Site Coordinator. Explanation of what actions each of these employees takes regarding this information is contained in policy. With Unit Conferences (resulting from less serious misconduct), the clinician, classification, and PbS staff receive the paperwork, and they are handled in the unit/dorm by issuing immediate sanctions for the behavior. If the Unit team believes that a BARJ Conference needs to be held for the offense(s), then the paperwork is forwarded to the BARJ team as described above.

Regarding the Department's other secure facilities, Event Reports are forwarded to the Inspector General's Office and Deputy Director for Rehabilitative Services as described above. At the Midlands Evaluation Center, copies of the Event Report also are sent to the Facility Administrator, the Corporal (who is the facility disciplinarian), the youth's assigned social worker, the PbS site coordinator, and, if the report concerns an admissions juvenile, to classification. At the Upstate Evaluation Center, copies also are sent to the Captain, the youth's assigned psychologist, the PbS site coordinator, and, if the report concerns an admissions juvenile, to classification. At the Coastal Evaluation Center, copies also are sent to the Facility Director, the Captain, the PbS site coordinator, the youth's assigned social worker, the youth's assigned psychologist, and classification (if it pertains to an admissions juvenile). At the Juvenile Detention Center, copies also are sent to the Facility Director, the Captain, the PbS site coordinator, the assigned clinician (which may include the social worker, the psychologist and/or the classification worker). If there are internal disciplinary actions to be taken, the facility's review board receives a copy as well.

Pursuant to State Human Resources regulations, the Department maintains employee information and HR actions in SCEIS, and this is the source from which "information about employee retention" can be accessed. The SCEIS System offers several reports that provide agencies with a data resource to review employee retention and associated information. These reports include employee demographic data, position data, and historical reporting capabilities based on the agency's SCEIS "go live" date, which for DJJ was June 2, 2010.

The various reports contain sortable data fields that allow users to sort information by data elements as follows: Employee, Employee Scheduled Work Hours, Gender, Date of Birth, Ethnic Origin, Marital Status, State Class Code, State Class Title, Position Number, Internal Agency Title, Employee Type (Ex: classified FTE, temporary, temporary grant, etc.), FLSA Designation, State Hire Date, Agency Hire Date, Annual Leave Accrual Date, Performance Review Date, Continuous Service Date, Pay Band, Annual Salary, Salary Begin Date, Previous Annual Salary, Pay Period Amount, HR Action, HR Action Reason, Age in Years, Age Range, Effective Date of Action, Classification Date, County Code, Employment Status (Active or Withdrawn), Full-Time or Part-Time Indicator, Highest Education Degree, Length of Service, Organizational Unit, Employee Supervisor, Supervisor's Position, Veteran's Status, Employee Grievance Status, Work Schedule Rule, TERI/Retirement Status, TERI Begin Date, TERI End Date, Last EPMS Rating, Last Review Date, Performance Review Date, Employee EPMS Status (Ex: annual, probationary, trial), and Employee Counts.

Reports may be provided to reflect a variety of information. Examples include: the number of employees with 10+ years of service, the number of employees in a specific area with 10+ years of service, the ethnicity and gender of the number of employees with 10+ years of service, the number of employees with 5 to 10 years of service with various demographic information. It should be noted that the various reports have standardized output formats. To obtain specific report data, a user would need to export the reports to Excel and sort information as needed. Additionally, certain data elements may be optional or not required for agency completion.

Regarding your request for "exit interview forms and notes from employees who have left the agency in the last two years," please find copies of such forms enclosed (Attachment 1).

You next request "PowerPoints provided during monthly PbS meetings at the agency during the past 12 months." As Elizabeth Hill, my General Counsel, explained to you last Friday, there are no "monthly PbS meetings" and, therefore, no documents to provide that would be responsive to this request. By way of explanation, DJJ has seven sites that participate in PbS: Birchwood, John G. Richards, Willow Lane, Coastal Evaluation, Midlands Evaluation, Upstate Evaluation, and Juvenile Detention. Each site has a PbS Site Coordinator, and these Site Coordinators facilitate a meeting with their PbS teams at their site twice a month. During these PbS meetings, the topics for discussion are centered on the Facility Improvement Plans (FIP) for security, safety, juvenile behavior, programming, treatment, education, reintegration, isolation, health/mental health, and family involvement as well as any recent events that have occurred at a particular facility that impact those Plans. The current FIPs for each site are enclosed (Attachment 2). Also discussed at these twice a month site meetings are youth incentives, staff recognition, and upcoming events. Neither the State PbS Coordinator nor any of the Site Coordinators provide PowerPoints during these bi-monthly PbS meetings. That being said, they do utilize the data from the PbS web portal in meetings after each data collection period ends (April and October). That data includes over 100 outcome measures for the long-term facility and 60 outcome measures for the evaluation/assessment and detention sites. Sites also review surveys via the PbS portal that were collected from youth, staff, and families of youth during the data collection period.

In addition to these twice a month PbS site meetings, I hold quarterly meetings called “PbS Core Group” with the Facility Administrators, Site Coordinators, State Coordinator, General Counsel, Associate Deputy Director for Treatment and Intervention Services, and Deputy Directors for Educational, Rehabilitative, and Community Services in attendance. The purpose of these meetings is for facility/PbS staff to have direct dialogue with me as Director and to focus on the facility improvement process and discuss what the data/trends shows about facility processes, practices, and services. These meetings do not include PowerPoint presentations. The final type of regular meeting where PbS information is discussed is the Facility Standards Workgroup meeting that is held every other month and co-chaired by myself and Associate Deputy Director Larry Vanderbilt. During this meeting, various disciplines throughout the agency report out on updates and recent happenings in their areas. The State PbS Coordinator, Ms. Velvet McGowan, provides an update on the facility improvement plans and shares any national topics as it relates to PbS. In June of 2015, each Site Coordinator was asked to briefly present on the April 2015 data collection. During that presentation, they discussed the number of PbS reportable incidents, use of isolation, the average number of isolation hours, and any challenges or improvements. The slides from this PowerPoint presentation are enclosed for your review (Attachment 3).

Regarding your request for “[c]opies of PowerPoint presentations . . . which explain . . . PbS reports . . . [and] the PbS database,” there are no documents directly responsive to your request. Ms. McGowan, State PbS Coordinator, (or her designee if she has a scheduling conflict) has previously presented a PbS Overview as part of the Department’s New Employee Orientation held on a monthly basis. This PowerPoint explains the origin of PbS, what outcome measures are, and some of the successes of PbS for the agency. Enclosed is a copy of the slides from this presentation (Attachment 4). Beginning in March 2016, changes to the format of New Employee Orientation are being implemented. Under this new format, an overview of PbS will be provided to new employees by a member of Staff Development and Training as part of the Agency Overview portion of New Employee Orientation. The PowerPoint slides from this presentation that are relevant to PbS are enclosed (Attachment 5). Although no DJJ PowerPoint presentation on the topics you have outlined exists, please advise if you would like the Department to prepare a written explanation of PbS “reports” and “database.”

Your final request is for an explanation of “the role of the different employees in the agency’s Office of Inspector General.” A detailed description of each unit within the Inspector General’s Office can be found below. I would note that due to the recent resignation of my Deputy Director for Rehabilitative Services, I have appointed Mr. Ray Cavanaugh, who has been my Inspector General, as Interim Deputy Director. I will announce the appointment of an Interim Inspector General soon.

Criminal Investigation Unit – This unit is comprised of four Criminal Investigators who are certified Class 1 law enforcement officers and are supervised by the Chief of Investigations. They are responsible statewide to investigate all ERMISs received that appear to be criminal in nature from our secure facilities, our contractual community residential programs, and the county DJJ offices. They also prepare and process all cases that are taken through Magistrate Court, which includes obtaining warrants, arresting the subject(s) (who can be either staff person or a juvenile) of the crime(s), attending bond court, and presenting their case in Court before the Magistrate Judge. They also prepare

and process cases that are taken through Family Court and assist the assigned Assistant Solicitor as requested. Finally, they assist with out-of-state Interstate Compact transports of juveniles.

Internal Affairs Unit – This team has three Internal Affairs Investigators who are supervised by the Chief of Investigations. They are assigned to investigate ERMISs that allege that a staff member may have violated Department Policies and Procedures. They ensure that staff are not abusing or neglecting the juveniles under the custody or supervision of the Department not only in the secured facilities, but also the Department's contractual community residential programs and the county DJJ offices. They complete investigative reports which are sent to the Deputy Director/Associate Deputy Director of any employee indicated/not indicated in the report for disciplinary and corrective action, as appropriate.

Police Unit – This unit has 15 Police Officers (certified Class I law enforcement officers) assigned across 3 shifts and who have statewide responsibilities. They are a support unit to the Correctional Officers (mainly in the Columbia area secure facilities) when juveniles are unruly and not complying with the rules and regulations of the secured facilities. They also transport juveniles who by policy must be transported by a Police Officer(s), assist in conducting “shakedowns” of the dorms in search for contraband, and assist in conducting “pat down” searches of staff who work in the secured facilities as well as vehicle searches to better ensure that staff are not bringing in contraband. This unit also periodically checks driver's licenses, registration, tags and proof of insurance of those entering a secured facility and serves to enforce traffic violations (ie speeding) at the secure facilities.

K-9 Drug Detection/Tracking Team – This team conducts drug detection external and internal searches of vehicles, buildings, dorms, and all of the properties of the Department to ensure that the facilities/properties remain drug free. This highly trained/certified team has statewide responsibilities. They travel to all of our secured facilities as well as our contractual community residential programs. The K-9 Handler is a certified Class I law enforcement officer and would investigate and make a criminal case involving anyone who brought illegal drugs or substances on any of the Department's properties.

Secured Transportation Unit – This unit has seven transportation officers. Some in the unit transport statewide juveniles from one secured facility to another or to a community-based residential program. Others are responsible for all of the transporting of juveniles inside the Broad River Road Complex.

Camera Surveillance Unit – This unit has three specially trained Camera Surveillance Officers who pull video footage from surveillance cameras located in the Department's secure facilities statewide. These Officers assist the investigators (both criminal and internal affairs) with downloading footage of incidents that the investigators are assigned to investigate. These Officers also pull random video footage in an effort to help a facility's management team in being pro-active with their staff regarding compliance with policies as to the supervision and movement of the juveniles.

Dispatch Unit – This team consists of six Dispatchers and one Telecommunications Supervisor who operate a 24x7x365 statewide communications security system that is the communications lifeline to all staff in the Department's secure facilities. This unit is responsible to ensure that all new employees have a full security check (NCIC, DSS Central Registry, Sex Offender Registry, DMV) before they are hired by the Department. They also conduct Anniversary Checks on the Department's employees and volunteers each year in an effort to ensure that all who work or volunteer for the Department are safe to work with our juveniles statewide.

I trust that you will deem these explanations and documents to be responsive to your requests. Please advise if I or my staff can provide you with additional information or answer any questions you may have. With kind regards, I remain,

Sincerely,

Signature Redacted

Sylvia Murray
Director

cc: The Hon. William Weston J. Newton
The Hon. Kirkman Finlay III
The Hon. Raye Felder
The Hon. William K. Bowers
The Hon. Edward R. Tallon, Sr.
Ms. Jennifer L. Dobson
Ms. Carmen McCutcheon

ATTACHMENT 1

Employee Exit Interviews

2014

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional):		Facility/Office (Optional):	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire:	Date of DJJ Separation/Termination:	Total Length of Time Working at DJJ:	
07/01/2012	1/3/2014	Yrs: <u>3</u> Mos.: <u>7</u>	
Most Recent Job Title:		Length of Time in Most Recent Position:	
SCO 1		Yrs: <u>3</u> Mos.: <u>2</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☒ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.		<input checked="" type="checkbox"/>			
I would recommend employment with DJJ to a friend.	<input checked="" type="checkbox"/>				
I received honest and equitable job performance evaluations with employed at DJJ.		<input checked="" type="checkbox"/>			
I received the appropriate level of guidance, coaching, and direction from my supervisor.				<input checked="" type="checkbox"/>	
I received the necessary training and instruction to perform my job duties.				<input checked="" type="checkbox"/>	
I believe there were ample opportunities for advancement and promotion within DJJ.					<input checked="" type="checkbox"/>

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	<input checked="" type="checkbox"/>			
Compensation	<input checked="" type="checkbox"/>			
Supervision	<input checked="" type="checkbox"/>			
Management			<input checked="" type="checkbox"/>	
Work Schedule	<input checked="" type="checkbox"/>			
Work Location			<input checked="" type="checkbox"/>	
Work Duties			<input checked="" type="checkbox"/>	

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☐ Involuntary Dismissal (Termination)
☐ Other: _____

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; color: black; display: inline-block; width: 200px; height: 1.2em; vertical-align: middle;">Name Redacted</div>		Facility/Office (Optional): <i>Birchwood School</i>	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input checked="" type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <i>27 Sep 97</i>	Date of DJJ Separation/Termination: <i>1 MAR 14</i>	Total Length of Time Working at DJJ: Yrs: <i>17</i> Mos.: _____	
Most Recent Job Title:		Length of Time in Most Recent Position: Yrs: _____ Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☒ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.	✓				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation		✓		
Supervision		✓		
Management		✓		
Work Schedule		✓		
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- ☐ Better Job

☒ Retirement

☐ Health/Disability

☐ Involuntary Dismissal (Termination)

☐ Other: _____

☐ Relocation

☐ To Pursue Education

☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Correctional officers should receive detailed training on counseling techniques for juveniles. For the most part there is a great disconnect in this area. As a result most juveniles lose confidence or respect for the staff who lacks in this area.

Thank you. Please submit/return to Human Resources.

Initials
Redacted

Employee Exit Questionnaire

6. 19715 21 1-12

Name (Optional): Name Redacted		Facility/Office (Optional): Director's office (Deputy Dir.)	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input checked="" type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 6/1980 (1 st hire) 3/2011 (DD position)		Date of DJJ Separation/Termination: 4/2014	
Total Length of Time Working at DJJ: Yrs: 34 yrs. in state gov. 32 yrs. @ DJJ		Length of Time in Most Recent Position: Yrs: 3 Mos.: 1	
Most Recent Job Title: Deputy Director of Community Svcs.			

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input checked="" type="checkbox"/> Community Services/ Administration | <input checked="" type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- ☒ Community Services/ Administration
☒ Community Services/County Office
☐ Community Services/Facility
☐ Rehabilitative Services/Facility
☐ Rehabilitative Services/Other than Facility
- ☐ Director's Office
☐ Administrative Services
☐ Educational Services
☐ Inspector General
☐ Policy and Planning

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☒ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.					✓ only because I am retired
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.		✓			
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.			✓		
I believe there were ample opportunities for advancement and promotion within DJJ.		✓			

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation	✓			
Supervision	✓			
Management	✓			
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input checked="" type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Stronger career ladder for staff, (particularly in county offices) to include pay equity as it relates to job duties (i.e. court services, effective case management, billing for medicaid).

Enhance HR training to include EPM's develop/rating, progressive discipline, & other HR related policies (dual employment, etc.).

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; width: 300px; height: 20px; margin-top: 5px;"></div> Name Redacted		Facility/Office (Optional): Coastal Education Center	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input checked="" type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 04-19-2010	Date of DJJ Separation/Termination: 04-26-2014	Total Length of Time Working at DJJ: Yrs: 4 Mos.: 0	
Most Recent Job Title: Juvenile Correctional Officer I		Length of Time in Most Recent Position: Yrs: 4 Mos.: 0	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.			✓		
I would recommend employment with DJJ to a friend.			✓		
I received honest and equitable job performance evaluations with employed at DJJ.				✓	
I received the appropriate level of guidance, coaching, and direction from my supervisor.				✓	
I received the necessary training and instruction to perform my job duties.			✓		
I believe there were ample opportunities for advancement and promotion within DJJ.					✓

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits			✓	
Compensation			✓	
Supervision				✓
Management				✓✓✓
Work Schedule			✓	
Work Location			✓	
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☐ Involuntary Dismissal (Termination)
☒ Other: Management very unprofessional

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; width: 200px; height: 20px; margin: 5px 0;"></div> Name Redacted		Facility/Office (Optional): <i>Spartanburg, SC office</i>
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input checked="" type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older
Date of DJJ Hire: <i>6-1-07</i>	Date of DJJ Separation/Termination: <i>5-16-14</i>	Total Length of Time Working at DJJ: Yrs: <u>7</u> Mos.: <u>5</u>
Most Recent Job Title: <i>Community Specialist II</i>		Length of Time in Most Recent Position: Yrs: <u>7</u> Mos.: <u>5</u>

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.			✓		
I would recommend employment with DJJ to a friend.			✓		
I received honest and equitable job performance evaluations with employed at DJJ.		✓			
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.					✓

For each topic; please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation				✓
Supervision		✓		
Management				✓
Work Schedule	✓			
Work Location		✓		
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

☒ Other: *No way to Advance unless you rub Elbows with the right people; your work doesn't speak for you here. not your education. Have Applied for job while working for DJJ but was Always over look. I feel like DJJ doesn't want people who do the job but those who pretend to work. Good workers go un-noticed most of the time not unless they are in the Click.*

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

Ways to improve the DSS.

One would be the salary; it's bad that North Carolina State DSS pays more than South Carolina. There are people in Columbia DSS making too ~~many~~ much money and don't do nothing but push papers from one desk to another but the case workers in the County offices do the work with our clients. I loved my job but no one can leave DSS what the State pays DSS workers unless they have another income or job.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; color: black;">Name Redacted</div>		Facility/Office (Optional): <div style="font-family: cursive;">CCC</div>	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-family: cursive;">11-18-02</div>	Date of DJJ Separation/Termination: <div style="font-family: cursive;">5-31-2014</div>	Total Length of Time Working at DJJ: Yrs: <u>11</u> Mos.: <u>6 mo</u>	
Most Recent Job Title: <div style="font-family: cursive;">Teacher</div>		Length of Time in Most Recent Position: Yrs: <u>same</u> Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input checked="" type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|--|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input checked="" type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|--|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☒ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

The South Carolina Department of Juvenile Justice is an equal opportunity employer. DJJ does not discriminate in hiring, promotions, discharge, pay, fringe benefits, job training, classification, referral or in any other aspects of employment, on the basis of race, color, religion, sex, disability or national origin. Any acts you feel is in violation please contact the Office of Human Resources 4650 Broad River Road, Willow Lane Campus, Columbia, SC 29212 (803) 896-4733. The South Carolina Department of Juvenile Justice's School District also does not discriminate in any programs or activities on the basis of race, color, national origin, sex, disability or age. The following offices have been designated to handle inquiries regarding the school district's nondiscrimination policies: Title IX - Inspector General's Office - 3208 Broad River Road, Columbia, SC 29210-5427 - Ph: 803-896-9595; 504 Special Education Office, 1830 Shivers Road, Columbia, SC 29210-5416 - Ph: 803-896-8484

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.	✓				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation	✓			
Supervision	✓			
Management	✓			
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input checked="" type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

*I have loved my time here !
It was the sweetest part of my career !!*

Signature Redacted

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; color: black;">Name Redacted</div>		Facility/Office (Optional): Charleston Office	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input checked="" type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 2/22/99	Date of DJJ Separation/Termination: 6/25/14	Total Length of Time Working at DJJ: Yrs: 15 Mos.: 4	
Most Recent Job Title: ISO		Length of Time in Most Recent Position: Yrs: 5 Mos.: 8	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

None of the above

(Please continue on the reverse side of this page)

have more ideas on changes as well as why I left if you want to know more, please do not hesitate to contact me @

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.			✓		
I would recommend employment with DJJ to a friend.				✓	
I received honest and equitable job performance evaluations with employed at DJJ.				✓	
I received the appropriate level of guidance, coaching, and direction from my supervisor.					✓
I received the necessary training and instruction to perform my job duties.		✓			
I believe there were ample opportunities for advancement and promotion within DJJ.					✓

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation			✓	
Supervision				✓
Management				✓
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Provide an advancement track for your seasoned/experienced employees who remain with the agency through changes. Create a tracking system for positions employees have applied for and not been advanced. Track the turnover rate in local counties/offices/divisions. Respect & value your employees through advancement. Have 1:1 sessions w/ employees in division to understand concerns. Just because someone has a title does not equate to fair treatment, supervision, & respect of subordinates.

Thank you. Please submit/return to Human Resources.

I left b/c I felt disrespected & devalued in an agency that no longer sees the worth.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE
Employee Exit Questionnaire

Please Print

Name (Optional): Name Redacted		Facility/Office (Optional):	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input checked="" type="checkbox"/> 61 or older	
Date of DJJ Hire: 6/1999	Date of DJJ Separation/Termination: 7/2014	Total Length of Time Working at DJJ: Yrs: 15 yrs Mos.: _____	
Most Recent Job Title: Sergeant		Length of Time in Most Recent Position: Yrs: 5 Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input checked="" type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.	✓				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation		✓		
Supervision		✓		
Management			✓	
Work Schedule			✓	
Work Location			✓	
Work Duties			✓	

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input checked="" type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional):		Facility/Office (Optional):	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input checked="" type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire:	Date of DJJ Separation/Termination:	Total Length of Time Working at DJJ:	
	July 01, 2014	Yrs: _____ Mos.: _____	
Most Recent Job Title:		Length of Time in Most Recent Position:	
JCO II		Yrs: _____ Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☒ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.			✓		
I would recommend employment with DJJ to a friend.			✓		
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.		✓			
I received the necessary training and instruction to perform my job duties.					✓
I believe there were ample opportunities for advancement and promotion within DJJ.		✓			

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation	✓			
Supervision		✓		
Management				✓
Work Schedule			✓	
Work Location		✓		
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input checked="" type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; color: black; width: 300px; height: 20px; margin-top: 5px;">Name Redacted</div>		Facility/Office (Optional): <div style="background-color: black; color: black; width: 300px; height: 20px; margin-top: 5px;">Name Redacted</div>	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female		Age: <input type="checkbox"/> Less than 21 years old	
Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		<input type="checkbox"/> 21 – 30 years old	
		<input type="checkbox"/> 31 – 40 years old	
		<input type="checkbox"/> 41 – 50 years old	
		<input type="checkbox"/> 51 – 60 years old	
		<input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-size: 1.2em;">4-1-14</div>	Date of DJJ Separation/Termination: <div style="font-size: 1.2em;">8-1-14</div>	Total Length of Time Working at DJJ: Yrs: _____ Mos.: <u>4 months</u>	
Most Recent Job Title: <div style="font-size: 1.2em;">Staff Psychologist</div>		Length of Time in Most Recent Position: Yrs: _____ Mos.: <u>4</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input checked="" type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☒ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.		/			
I would recommend employment with DJJ to a friend.		/			
I received honest and equitable job performance evaluations with employed at DJJ.		/			
I received the appropriate level of guidance, coaching, and direction from my supervisor.		/			
I received the necessary training and instruction to perform my job duties.		/			
I believe there were ample opportunities for advancement and promotion within DJJ.			/		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits				
Compensation				
Supervision			/	
Management			/	
Work Schedule		/		
Work Location			/	
Work Duties			/	

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☐ Involuntary Dismissal (Termination)
☒ Other: Self need to be therapist, doubted ability

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

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SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE
Employee Exit Questionnaire

Please Print

2014 DEC 19 AM 9:36

Name (Optional): <div style="background-color: black; color: black;">Name Redacted</div>		Position (Optional): SCDJ FINANCIAL RESOURCES DIV	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-size: 1.2em;">6-4-12</div>	Date of DJJ Separation/Termination: <div style="font-size: 1.2em;">8-18-14</div>	Total Length of Time Working at DJJ: Yrs: <u>2</u> Mos.: <u>2</u>	
Most Recent Job Title: <div style="font-size: 1.2em;">Correctional Officer I</div>		Length of Time in Most Recent Position: Yrs: <u>2</u> Mos.: <u>2</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.		✓			
I would recommend employment with DJJ to a friend.		✓			
I received honest and equitable job performance evaluations with employed at DJJ.		✓			
I received the appropriate level of guidance, coaching, and direction from my supervisor.		✓			
I received the necessary training and instruction to perform my job duties.			✓		
I believe there were ample opportunities for advancement and promotion within DJJ.			✓		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation			✓	
Supervision		✓		
Management			✓	
Work Schedule		✓		
Work Location		✓		
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☒ Relocation
☒ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

RECEIVED
SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

2014 OCT 27 PM 12:18

Name (Optional): <div style="background-color: black; width: 300px; height: 20px; margin: 5px 0;"></div> Name Redacted		HUMAN RESOURCES (Optional): <i>Aiken</i>	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input checked="" type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <i>12/13/06</i>	Date of DJJ Separation/Termination: <i>8/22/14</i>	Total Length of Time Working at DJJ: Yrs: <u>7</u> Mos.: <u>8</u>	
Most Recent Job Title: <i>Intensive Supervision Officer</i>		Length of Time in Most Recent Position: Yrs: <u>7</u> Mos.: <u>8</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

81:5149 TS 1001.5

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.		✓			
I received the appropriate level of guidance, coaching, and direction from my supervisor.		✓			
I received the necessary training and instruction to perform my job duties.		✓			
I believe there were ample opportunities for advancement and promotion within DJJ.		✓			

For each topic, please mark the column that best reflects your feelings about DJJ:

I didn't receive any health benefits.

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation		✓		
Supervision		✓		
Management		✓		
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☒ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE
Employee Exit Questionnaire

RECEIVED
 2015 FEB 20 AM 10:02

Please Print

Name (Optional):		Facility/Office (Optional): DJJ HUMAN RESOURCES Div.	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input checked="" type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 10/7/07	Date of DJJ Separation/Termination: 11/26/14	Total Length of Time Working at DJJ: Yrs: 7 Mos.: 1	
Most Recent Job Title: Community Specialist IV		Length of Time in Most Recent Position: Yrs: 4 Mos.: 1	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input checked="" type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input checked="" type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

N/A

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.		✓			
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.			⊗	✓	

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation			✓	
Supervision	✓			
Management	✓			
Work Schedule		✓		
Work Location	✓			
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☐ Involuntary Dismissal (Termination)
☐ Other: _____

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE
Employee Exit Questionnaire

Please Print

Name (Optional): Name Redacted		Facility/Office (Optional): Medical Services	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input checked="" type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: September 1993	Date of DJJ Separation/Termination: October 1 st 2014	Total Length of Time Working at DJJ: Yrs: <u>21</u> Mos.: <u> </u>	
Most Recent Job Title: Registered Nurse 2		Length of Time in Most Recent Position: Yrs: <u>4</u> Mos.: <u> </u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☒ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

RECEIVED
 2015 SEP 21 AM 11:00
 HUMAN RESOURCES DIV.

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.			X		
I would recommend employment with DJJ to a friend.				X	
I received honest and equitable job performance evaluations with employed at DJJ.		X			
I received the appropriate level of guidance, coaching, and direction from my supervisor.		X			
I received the necessary training and instruction to perform my job duties.				X	
I believe there were ample opportunities for advancement and promotion within DJJ.			X		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits			X	
Compensation			X	
Supervision			X	
Management		X		
Work Schedule	X			
Work Location		X		
Work Duties			X	

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input checked="" type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

The majority of my SC service has been with DJJ. I have had good supervisors and have received good reviews. I have been attentive, conscientious and responsible to my job for these years. I have rarely taken a sick day. My concern is that in State Government and especially SCDJJ, no one cares about these virtues except for their immediate supervisor. The best employees are not rewarded and the worst are always tolerated. Performance reviews are meaningless. When legitimate requests for compensation are made, illegitimate excuses are blamed. I am sorry to say that I was not notified/included in last year's \$30K retirement buyout. I understand this as an incentive for the problematic. A better policy would be to incentivize the good than reward the bad.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

RECEIVED

Please Print

2015 OCT -7 AM 11: 03

Name (Optional): <div style="background-color: black; color: black;">Name Redacted</div>		Facility/Office (Optional): <div style="text-align: center;">SCDJ AIKEN COUNTY OFFICE</div>	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input checked="" type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-size: 1.2em;">12/26/2005</div>	Date of DJJ Separation/Termination: <div style="font-size: 1.2em;">10/1/2014</div>	Total Length of Time Working at DJJ: Yrs: <div style="font-size: 1.2em;">9</div> Mos.: _____	
Most Recent Job Title: <div style="font-size: 1.2em;">COUNTY DIRECTOR</div>		Length of Time in Most Recent Position: Yrs: <div style="font-size: 1.2em;">3</div> Mos.: <div style="font-size: 1.2em;">2</div>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☒ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.	✓				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation			✓	
Supervision	✓			
Management	✓			
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input checked="" type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

DJJ WAS A GREAT ORGANIZATION TO WORK FOR. I WOULD SERIOUSLY EVALUATE COMPENSATION FOR DUTIES PERFORMED AT DJJ. I PERSONALLY WAS NOT CONCERNED ABOUT COMPENSATION, MY FOCUS WAS HELPING OUR YOUTH. SOME OF MY COUNTY CASEWORKERS PERFORMED ABOVE AND BEYOND, I ONLY WISH THEY HAD A HIGHER SALARY RATE.

Thank you. Please submit/return to Human Resources.

Employee Exit Interviews

2015

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; color: black; width: 300px; height: 20px; margin: 5px 0;">Name Redacted</div>		Facility/Office (Optional): Cola, SC DJJ / Detention Center 09210	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input checked="" type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-size: 1.2em;">1/16/98</div>	Date of DJJ Separation/Termination: <div style="font-size: 1.2em;">1/2/15</div>	Total Length of Time Working at DJJ: Yrs: <u>16</u> Mos.: <u>11</u>	
Most Recent Job Title: <div style="font-size: 1.2em;">Program Assistant</div>		Length of Time in Most Recent Position: Yrs: <u>10</u> Mos.: <u>4</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input checked="" type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|--|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☒ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

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2015 MAR -2 AM 11:13
SC DJJ
HUMAN RESOURCES DIV

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	X				
I would recommend employment with DJJ to a friend.		X			
I received honest and equitable job performance evaluations with employed at DJJ.		X			
I received the appropriate level of guidance, coaching, and direction from my supervisor.			X		
I received the necessary training and instruction to perform my job duties.			X		
I believe there were ample opportunities for advancement and promotion within DJJ.				X	

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		X		
Compensation			X	
Supervision		X		
Management		X		
Work Schedule		X		
Work Location		X		
Work Duties		X		

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
- ☐ Retirement
- ☐ Health/Disability
- ☐ Involuntary Dismissal (Termination)
- ☐ Relocation
- ☐ To Pursue Education
- ☐ Failed to Meet Job Requirements (license/credentials)

☒ Other: No Room for advancement.

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

I really enjoyed working at DJJ. I felt I made an impact on the children I served. However, I felt that people advanced on who they knew, and it was not the quality in their work ethics that helped them advance.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

2015 FEB 24 AM 9:20

Name (Optional): Name Redacted		Facility/Office (Optional): SC DJJ HUMAN RESOURCES office SC DJJ	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input checked="" type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: ERRA (20) 9/9/06 2006	Date of DJJ Separation/Termination: 1/16/15	Total Length of Time Working at DJJ: Yrs: <u>9</u> Mos.: <u>3</u>	
Most Recent Job Title: Community Social Worker		Length of Time in Most Recent Position: Yrs: <u>3</u> Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☒ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	X				
I would recommend employment with DJJ to a friend.	X				
I received honest and equitable job performance evaluations with employed at DJJ.	X				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	X				
I received the necessary training and instruction to perform my job duties.	X				
I believe there were ample opportunities for advancement and promotion within DJJ.	X				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	X			
Compensation		X		
Supervision	X			
Management	X			
Work Schedule	X			
Work Location	X			
Work Duties	X			

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input type="checkbox"/> Retirement | <input checked="" type="checkbox"/> To Pursue Education - Law School |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Compensation of employees should be better.
Overall, I have enjoyed my employment and co-workers at SCDJJ.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): Name Redacted		Facility/Office (Optional): CEC	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input checked="" type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 4/3/2015	Date of DJJ Separation/Termination: 1/10/2015	Total Length of Time Working at DJJ: Yrs: 1 Mos.: 7	
Most Recent Job Title: Social worker IV		Length of Time in Most Recent Position: Yrs: 1 Mos.: 7	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☒ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

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 2015 MAR -4 AM 11:14
 SC DJJ
 HUMAN RESOURCES DIV.

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	X				
I would recommend employment with DJJ to a friend.	X				
I received honest and equitable job performance evaluations with employed at DJJ.		X			
I received the appropriate level of guidance, coaching, and direction from my supervisor.		X			
I received the necessary training and instruction to perform my job duties.			X		
I believe there were ample opportunities for advancement and promotion within DJJ.			X		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits			X	
Compensation				X
Supervision			X	
Management			X	
Work Schedule		X		
Work Location			X	
Work Duties			X	

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☒ Other: Better job with better pay
- ☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

DJJ should increase staff salaries,
 DJJ should conduct research on
 how other states compensate
 their employees to determine
 if they can adapt any best
 practices,

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

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Please Print

2015 MAR 26 AM 9: 05

Name (Optional): Name Redacted		Facility/Office (Optional): MEC SC DJJ HUMAN RESOURCES DEPT.
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female		Age: <input type="checkbox"/> Less than 21 years old
Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		<input type="checkbox"/> 21 - 30 years old
		<input type="checkbox"/> 31 - 40 years old
		<input type="checkbox"/> 41 - 50 years old
		<input checked="" type="checkbox"/> 51 - 60 years old
		<input type="checkbox"/> 61 or older
Date of DJJ Hire: 17 March 2011	Date of DJJ Separation/Termination: 16 Feb 2015	Total Length of Time Working at DJJ: Yrs: 4 Mos.:
Most Recent Job Title:		Length of Time in Most Recent Position: Yrs: 4 Mos.:

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input checked="" type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.			✓		
I would recommend employment with DJJ to a friend.			✓		
I received honest and equitable job performance evaluations with employed at DJJ.			✓		
I received the appropriate level of guidance, coaching, and direction from my supervisor.				✓	
I received the necessary training and instruction to perform my job duties.					
I believe there were ample opportunities for advancement and promotion within DJJ.		✓			

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation		✓		
Supervision			✓	✓
Management				✓
Work Schedule			✓	
Work Location		✓		
Work Duties			✓	

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☒ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

I worked as UCO/Security. MEC
 Needs strong leadership/Administrator.
 Before I retired MEC hired Cpt.
 Counsel + 2 Prop. He can rise to the level
 to turn around the profound Negativity
 As a former employee please make sure
 Sup's along with state
 Keep their hands off of
 Juveniles + Please, review
 cameras

Thank you. Please submit/return to Human Resources

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; color: black;">Name Redacted</div>		Facility/Office (Optional): <div style="font-size: 1.2em;">CEC</div>	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input checked="" type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-size: 1.2em;">10/2002</div>	Date of DJJ Separation/Termination: <div style="font-size: 1.2em;">2/25/2015</div>	Total Length of Time Working at DJJ: Yrs: <u>12</u> Mos.: _____	
Most Recent Job Title: <div style="font-size: 1.2em;">Teacher</div>		Length of Time in Most Recent Position: Yrs: <u>12</u> Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input checked="" type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|--|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☒ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

The South Carolina Department of Juvenile Justice is an equal opportunity employer. DJJ does not discriminate in hiring, promotions, discharge, pay, fringe benefits, job training, classification, referral or in any other aspects of employment, on the basis of race, color, religion, sex, disability or national origin. Any acts you feel is in violation please contact the Office of Human Resources 4650 Broad River Road, Willow Lane Campus, Columbia, SC 29212 (803) 896-4733. The South Carolina Department of Juvenile Justice's School District also does not discriminate in any programs or activities on the basis of race, color, national origin, sex, disability or age. The following offices have been designated to handle inquiries regarding the school district's nondiscrimination policies: Title IX - Inspector General's Office - 3208 Broad River Road, Columbia, SC 29210-5427 - Ph: 803-896-9595; 504 Special Education Office, 1830 Shivers Road, Columbia, SC 29210-5416 - Ph: 803-896-8484

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2015 MAR -2 AM 11:14
SC DJJ
HUMAN RESOURCES DIV

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.		✓			
I received the necessary training and instruction to perform my job duties.		✓			
I believe there were ample opportunities for advancement and promotion within DJJ.			✓		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation		✓		
Supervision		✓		
Management		✓		
Work Schedule		✓		
Work Location	✓			
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input checked="" type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

RECEIVED

Name (Optional): Name Redacted		Facility/Office (Optional): 2015 MAY 12 AM 11:14
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input checked="" type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older
Date of DJJ Hire: 6/19/06	Date of DJJ Separation/Termination: 3/29/15	Total Length of Time Working at DJJ: Yrs: 8 Mos.: 9
Most Recent Job Title: Program Asst. / District Registrar		Length of Time in Most Recent Position: Yrs: 7 Mos.: 9

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input checked="" type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☒ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.			✓		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation	✓			
Supervision	✓			
Management	✓			
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☒ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)
☒ Other: Husband in ARMY, we moved to Germany for 3 years ☺

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Keep the Education moving Forward with technology as Mr. Quinn is doing. I believe the students are ~~becoming~~ able to do more on computer self pace than we give them credit for. And the ones that do not then the teachers are there to assist.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

RECEIVED

Name (Optional):		Facility/Office (Optional): 2015 APR 22 AM 10:36	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire:	Date of DJJ Separation/Termination: April 1, 2015	Total Length of Time Working at DJJ: Yrs: 16 Mos.: _____	
Most Recent Job Title: School Teacher		Length of Time in Most Recent Position: Yrs: 16 Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input checked="" type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☒ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.				✓	
I would recommend employment with DJJ to a friend. <i>(not in education)</i>				✓	
I received honest and equitable job performance evaluations with employed at DJJ.		✓			
I received the appropriate level of guidance, coaching, and direction from my supervisor.			✓		
I received the necessary training and instruction to perform my job duties.			✓		
I believe there were ample opportunities for advancement and promotion within DJJ. <i>(turned down)</i>				✓	

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation	✓			
Supervision			✓	
Management			✓	
Work Schedule				✓
Work Location	✓			
Work Duties			✓	

The primary reason you are leaving DJJ employment is:

- | | |
|--|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input checked="" type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

**South Carolina Department of Juvenile Justice
EMPLOYEE EXIT SURVEY**

Departing Employee:

Your input about your employment with the agency is important to us. We request your assistance by completing this form and returning it to the Human Resources Division at 4900 Broad River Road; Columbia, SC 29210. If you wish to have a formal exit interview with an HR Representative, please contact the Office of Human Resources at (803) 896-5607.

Name (Optional): Name Redacted Job Title: Social Worker IV
Work Location: BWD / Holly Separation Date: 12/31/15

Please rate the questions below by checking the box that best represents your opinion.	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree	No Opinion
Supervisor explained the job to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisor gave me guidance and training to do the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor was knowledgeable of the job I performed.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor provided performance feedback to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership communicated with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership was responsive.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a positive work environment.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a negative work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership cared about the employees.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership was concerned about my safety.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had the resources to perform the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My workload was too much for one person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I was satisfied with my salary.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I was not satisfied with my salary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Agency provided training opportunities to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I was allowed to participate in training opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
There were advancement opportunities.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency recognized employees for contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency promoted fair and equal treatment.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency took employee complaints or problems seriously.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I enjoyed my co-workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We would like to know why you left employment with DJJ. Please select your top three (3) reasons for leaving the agency from among the choices below (which are in no particular order), and rank them by writing the numbers 1, 2, or 3 in the boxes provided.

- | | | |
|---|---|--|
| <input type="checkbox"/> Better Advancement | <input type="checkbox"/> Better benefits | <input type="checkbox"/> Higher Pay |
| <input checked="" type="checkbox"/> 2 Lack of Supervisory Support | <input type="checkbox"/> Lack of Employee Recognition | <input type="checkbox"/> Lack of Resources |
| <input checked="" type="checkbox"/> 1 Relationship with Management/Supervisor | <input type="checkbox"/> Training | <input checked="" type="checkbox"/> 3 Working Conditions |
| <input type="checkbox"/> Other – Please Explain: _____ | | |

Would you consider returning to DJJ? ☐ Yes ☒ No

Thank you for taking time from your busy schedule to complete and return this survey.

The South Carolina Department of Juvenile Justice is an equal opportunity employer. DJJ does not discriminate in hiring, promotions, discharge, pay, fringe benefits, job training, classification, referral, or in any other aspects of employment, on the basis of race, color, religion, sex, participation in protected activity in the workplace, disability, age or national origin. Any act you feel is in violation please contact the Office of Human Resources, 4900 Broad River Road, Columbia, SC 29212-5413 (803) 896-4733. The South Carolina Department of Juvenile Justice's School District also does not discriminate in any programs or activities on the basis of race, color, national origin, sex, religion, participation in protected activity in the work place, disability, or age. The following offices have been designated to handle inquiries regarding the school district's nondiscrimination policies: Title IX - Inspector General's Office - 3208 Broad River Road, Columbia, SC 29210-5427 Phone: 803-896-9595; 504 Special Education Office, 1830 Shivers Road, Columbia, SC 29210-5416, Phone: 803-896-8484.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

RECEIVED

Name (Optional):		Facility/Office (Optional): 2015 JUN 18 PM 12:20	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input checked="" type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire:	Date of DJJ Separation/Termination: <div style="text-align: center; font-size: 1.2em;">2/27/15</div>	Total Length of Time Working at DJJ: Yrs: <u>6</u> Mos.: <u>8</u>	
Most Recent Job Title: <div style="text-align: center; font-size: 1.2em;">JCO I</div>		Length of Time in Most Recent Position: Yrs: <u>2</u> Mos.: <u>4</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.					X
I would recommend employment with DJJ to a friend.					X
I received honest and equitable job performance evaluations with employed at DJJ.		X			
I received the appropriate level of guidance, coaching, and direction from my supervisor.					X
I received the necessary training and instruction to perform my job duties.		X			
I believe there were ample opportunities for advancement and promotion within DJJ.				X	

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	X			
Compensation			X	
Supervision				X
Management				X
Work Schedule		X		
Work Location		X		
Work Duties		X		

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☒ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

I worked for this Agency as a Supervisor when initially employed but felt shunned by my immediate supervisor. I never did anything right according to that supervisor and subsequently resigned that position. In my last position I know more than my supervisors who did little to prepare subordinates for the next level. Agency training is adequate but sometimes lacks information necessary for daily functions on the lowest level of performance, which should come from on site supervisors on a daily basis. The Good Ole Boy System is so APPARENT in this Agency. You know somebody or something likes you you get promoted. You have the qualifications and don't - Eh Well!

Thank you. Please submit/return to Human Resources. Just my luck. Dip. Musingn't see this.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

RECEIVED

Name (Optional): Name Redacted		Facility/Office (Optional): 2015 MAY 18 AM 10:30 Berkeley County	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input checked="" type="checkbox"/> 21 - 30 years old <input type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 7/17/12	Date of DJJ Separation/Termination: 4/16/15	Total Length of Time Working at DJJ: Yrs: 2 Mos: 9	
Most Recent Job Title: Community Specialist II		Length of Time in Most Recent Position: Yrs: 1 Mos:	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input checked="" type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input checked="" type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☒ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

RECEIVED

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.		✓			
I would recommend employment with DJJ to a friend.		✓			
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.				✓	
I received the necessary training and instruction to perform my job duties.		✓			
I believe there were ample opportunities for advancement and promotion within DJJ.				✓	

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits			✓	
Compensation				✓
Supervision			✓	
Management			✓	
Work Schedule	✓			
Work Location	✓			
Work Duties			✓	

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☐ Relocation
☒ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Increase in wages for Community Specialist
 Not much room for growth in Charleston-Berkeley area
 unless relocate to Columbia DJJ
 Case numbers are high difficult effectively manage
 DJJ is losing sight of restorative justice and
 geared towards medicaid.

Thank you. Please submit/return to Human Resources.

Need a Amikids in Lowcountry
 Favoritism in hiring process
 Supervisors need cultural & diversity training more often
 Supervisors should not make staff feel unsafe or threatened

Berkeley County has a video monitoring system in family court room. DJJ & Courts need to utilize these devices to cut down on cost of transporting Juveniles. Solicitor's Office has too much influence over DJJ recommendations.

Also have a concern for the community when law enforcement refuses to detain a juvenile when arrest is needed b/c there county does not want pay \$50.00 a day.

Also need consider placing Community Specialist in the Schools.

Also frustrating to see some Counties have a caseload of 546 and other counties 40-65

* I encourage DJJ to utilize Name Redacted
She is a great Director and always puts needs of clients & family first. She has great attitude and has open door policy and respected by her employees.

RECEIVED
2015 MAY 19 AM 10:31
SC DJJ
TRAINING SERVICES

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): Name Redacted		Facility/Office (Optional): Shivers Rd./JR TC	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input checked="" type="checkbox"/> 31 - 40 years old <input type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: Feb. 2011	Date of DJJ Separation/Termination: April 17, 2015	Total Length of Time Working at DJJ: Yrs: _____ Mos.: _____	
Most Recent Job Title: Program Assistant		Length of Time in Most Recent Position: Yrs: _____ Mos.: _____	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input checked="" type="checkbox"/> Policy and Planning |
|---|--|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|--|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☒ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.			✓		
I would recommend employment with DJJ to a friend.			✓		
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.			✓		
I received the necessary training and instruction to perform my job duties.			✓		
I believe there were ample opportunities for advancement and promotion within DJJ.		✓			

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation				✓
Supervision				✓
Management				✓
Work Schedule			✓	
Work Location	✓			
Work Duties			✓	

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☒ Other: _____

☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

*Personally, I believe (error-BLG-5-10-15) *see attachment**

Thank you. Please submit/return to Human Resources.

RECEIVED

2015 MAY 18 AM 10 20
SCDJJ
COMMUNITY SERVICES
I personally believe SCDJJ is a wonderful agency and I am very appreciative for all the opportunities afforded me while employed with the agency, but like any other agency SCDJJ has room for improvement. Just as the JCO's and Juveniles Specialists are required to attend a quarterly "Block Training" or "Recertification," I feel as if all personnel employed in any position of leadership should be required to attend quarterly leadership/customer service training/workshops. At some point in our lives, we are all placed in the position of being looked upon as a customer and salesman/saleswoman where the end-goal is customer satisfaction..."treating people with the utmost respect." Miles Munroe once said, "the measure of a man/leader is measured by the way he treats the little man. Compassion for the weak is a sign of greatness." I strongly believe that leadership is not about control, but service. It's not about power, but empowerment, and leadership is the capacity to influence others through inspiration not manipulation. Also, a good leader is one who leads by example, and one whose attitude is pleasant/positive towards his people...his/her attitude is like a thermostat for the place where he/she works...if the attitude is good/pleasant, then the working environment will be much easier to work in.

In order to assist SCDJJ with improving the working climate/environment, I also believe that Employee Satisfaction Surveys should be conducted every 3 months to obtain an understanding of your employees' needs and a clear idea of how to improve your response to those needs-a proactive stance to better the agency. By doing so, employees will see that the agency is interested in and open to employee feedback, and the message will be sent that says, "SCDJJ Carés!"

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): Name Redacted		Facility/Office (Optional): BRRC ADMIN
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input checked="" type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input checked="" type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older
Date of DJJ Hire: 01-05-2015	Date of DJJ Separation/Termination: 06-08-2015	Total Length of Time Working at DJJ: Yrs: _____ Mos.: 7
Most Recent Job Title: Policy / Quality Assurance Mgr		Length of Time in Most Recent Position: Yrs: _____ Mos.: 7

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Policy and Planning |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☒ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.		✓			
I received honest and equitable job performance evaluations with employed at DJJ.			✓		
I received the appropriate level of guidance, coaching, and direction from my supervisor.			✓		
I received the necessary training and instruction to perform my job duties.			✓		
I believe there were ample opportunities for advancement and promotion within DJJ.			✓		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits			✓	
Compensation			✓	
Supervision			✓	
Management			✓	
Work Schedule		✓		
Work Location	✓			
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☒ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

RECEIVED

Name (Optional): <div style="background-color: black; width: 300px; height: 20px; margin: 5px 0;"></div> Name Redacted		Facility/Office (Optional): Birchwood
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 - 30 years old <input type="checkbox"/> 31 - 40 years old <input checked="" type="checkbox"/> 41 - 50 years old <input type="checkbox"/> 51 - 60 years old <input type="checkbox"/> 61 or older
Date of DJJ Hire: 8/2015	Date of DJJ Separation/Termination: 7/16/15	Total Length of Time Working at DJJ: Yrs: _____ Mos.: 11
Most Recent Job Title: Teacher		Length of Time in Most Recent Position: Yrs: _____ Mos.: _____

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input checked="" type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|--|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Policy and Planning |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☒ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.					X
I would recommend employment with DJJ to a friend.					X
I received honest and equitable job performance evaluations with employed at DJJ.	No evaluations were ever given				
I received the appropriate level of guidance, coaching, and direction from my supervisor.					X
I received the necessary training and instruction to perform my job duties.					X
I believe there were ample opportunities for advancement and promotion within DJJ.					X

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		X		
Compensation		X		
Supervision				X
Management				X
Work Schedule			X	
Work Location			X	
Work Duties				

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☐ Involuntary Dismissal (Termination)

☒ Other: safety - out on a disability which resulted in termination

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

The school system at Birchwood is not only failing its students, it's jeopardizing the safety of the teachers. Students are out of control - physically, emotionally, and verbally. When they can curse out administration and

Thank you. Please submit/return to Human Resources.

tell them to "Fuck off!"

without discipline there's a problem. I was touched and those students were allowed back into the classroom.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional):		Facility/Office (Optional):	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input checked="" type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input checked="" type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire:	Date of DJJ Separation/Termination:	Total Length of Time Working at DJJ:	
July 17, 2015	July 20, 2015	Yrs: _____ Mos.: <u>02</u>	
Most Recent Job Title:		Length of Time in Most Recent Position:	
		Yrs: _____ Mos.: <u>02</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input checked="" type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Planning and Programs |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Planning and Programs |

The most recent position I held at DJJ was in the job category of (check one):

- | |
|--|
| <input type="checkbox"/> Clinical (Social Work, Psychology, Chaplaincy, Health Care) |
| <input checked="" type="checkbox"/> Security (JCO, Residential Specialist, Police, Investigations) |
| <input type="checkbox"/> Support (Food Service, Maintenance, Information Technology, Fiscal Affairs) |
| <input type="checkbox"/> Management (Executive Manager, Regional Director, Facility Manager, Senior Manager) |
| <input type="checkbox"/> Education (Teacher, Guidance) |
| <input type="checkbox"/> Administrative Support (Administrative Assistant/Specialist) |

(Please continue on the reverse side of this page)

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 2015 SEP -9 AM 9:49
 SC DJJ
 HUMAN RESOURCES

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.					/
I would recommend employment with DJJ to a friend.				/	
I received honest and equitable job performance evaluations with employed at DJJ.			/		
I received the appropriate level of guidance, coaching, and direction from my supervisor.				/	
I received the necessary training and instruction to perform my job duties.				/	
I believe there were ample opportunities for advancement and promotion within DJJ.			/		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		/		
Compensation				/
Supervision			/	
Management			/	
Work Schedule			/	
Work Location			/	/
Work Duties			/	

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☐ Involuntary Dismissal (Termination)
☐ Other: _____

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

• Organization for training needs to be better - no structure.
 • Facilities were dirty
 • pay is not enough for the expected job duties

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

2015 OCT 26

Name (Optional): <div style="background-color: black; color: black;">Name Redacted</div>		Facility/Office (Optional): 	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input checked="" type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-size: 1.2em;">8/3/2015</div>	Date of DJJ Separation/Termination: <div style="font-size: 1.2em;">8/19/2015</div>	Total Length of Time Working at DJJ: Yrs: <u>3 WEEK</u> Mos.: <u> </u>	
Most Recent Job Title: <div style="font-size: 1.2em;">JUVENILE SPECIALIST</div>		Length of Time in Most Recent Position: Yrs: <u>3 WEEK</u> Mos.: <u> </u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|--|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

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For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.	✓				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation		✓		
Supervision	✓			
Management	✓			
Work Schedule	✓			
Work Location	✓			
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- | | |
|---|--|
| <input type="checkbox"/> Better Job | <input type="checkbox"/> Relocation |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> To Pursue Education |
| <input type="checkbox"/> Health/Disability | <input type="checkbox"/> Failed to Meet Job Requirements (license/credentials) |
| <input checked="" type="checkbox"/> Involuntary Dismissal (Termination) | |
| <input type="checkbox"/> Other: _____ | |

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional): <div style="background-color: black; color: black; width: 200px; height: 1.2em; margin-top: 5px;">Name Redacted</div>		Facility/Office (Optional):	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input checked="" type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-family: cursive; font-size: 1.2em; margin-top: 5px;">06/06/2014</div>	Date of DJJ Separation/Termination: <div style="font-family: cursive; font-size: 1.2em; margin-top: 5px;">08/28/2015</div>	Total Length of Time Working at DJJ: Yrs: <u> 1 </u> Mos.: <u> 2 </u>	
Most Recent Job Title: <div style="font-family: cursive; font-size: 1.2em; margin-top: 5px;">Medical Office Assistant</div>		Length of Time in Most Recent Position: Yrs: _____ Mos.: <u> 1 </u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

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2015 OCT 27 AM 11:57
HUMAN RESOURCES DIV.

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.			✓		
I received the appropriate level of guidance, coaching, and direction from my supervisor.		✓			
I received the necessary training and instruction to perform my job duties.		✓			
I believe there were ample opportunities for advancement and promotion within DJJ.	✓				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits				✓
Compensation	✓			
Supervision				✓
Management				
Work Schedule	✓	✓		
Work Location	✓			
Work Duties				

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☐ Involuntary Dismissal (Termination)
☐ Other: _____

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

My suggestions for improvement at DJJ are to strengthen security as well as provide firm yet fair consequences for juveniles. For all supervisors to be trained fully and have knowledge of procedures and steps to take in dangerous emergency situations. And for all workers/employees to be treated fairly regardless of disability or age.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

2015 OCT 14 AM 10:45

Name (Optional): <div style="background-color: black; width: 250px; height: 20px; margin-top: 5px;"></div>		Facility/Office (Optional): SC DJJ HUMAN RESOURCES	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input checked="" type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <div style="font-size: 1.2em; margin-top: 5px;">May 6, 2015</div>	Date of DJJ Separation/Termination: <div style="font-size: 1.2em; margin-top: 5px;">Sept 14, 2015</div>	Total Length of Time Working at DJJ: Yrs: _____ Mos.: <u>4</u>	
Most Recent Job Title: <div style="font-size: 1.2em; margin-top: 5px;">Traffic Control Officer</div>		Length of Time in Most Recent Position: Yrs: _____ Mos.: <u>4</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input checked="" type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|--|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

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For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity. <i>If under another Umbrella</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I would recommend employment with DJJ to a friend.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I received honest and equitable job performance evaluations with employed at DJJ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I received the appropriate level of guidance, coaching, and direction from my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I received the necessary training and instruction to perform my job duties. <i>From: Sr. OFC [Name Redacted]</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe there were ample opportunities for advancement and promotion within DJJ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Work Schedule	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Location	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Duties	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☒ Involuntary Dismissal (Termination)
☐ Other: _____
- ☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Treat every employee fairly.
 All your staff are not sincere when it comes to treating subordinates or employees fairly. Your Night Staff & Security Gate has not been treated fairly as well as morning staff. I disagree w/ supervisor on speaking negatively too me about other employees.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

2015 NOV -3 PM 1:48

Name (Optional): <div style="background-color: black; color: black;">Name Redacted</div>		Facility/Office (Optional): <i>Berkley</i>	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female		Age: <input type="checkbox"/> Less than 21 years old <input checked="" type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other			
Date of DJJ Hire: <i>2/11/11</i>	Date of DJJ Separation/Termination: <i>10/9/15</i>	Total Length of Time Working at DJJ: Yrs: <i>4</i> Mos.: <i>7</i>	
Most Recent Job Title: <i>Community Specialist II (Probation)</i>		Length of Time in Most Recent Position: Yrs: <i>4</i> Mos.: <i>7</i>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input checked="" type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
- ☐ Security (JCO, Residential Specialist, Police, Investigations)
- ☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
- ☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
- ☐ Education (Teacher, Guidance)
- ☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

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For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.		✓			
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.		✓			
I received the necessary training and instruction to perform my job duties.		✓			
I believe there were ample opportunities for advancement and promotion within DJJ.				✓	

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation			✓	
Supervision		✓		
Management	✓			
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
 ☐ Relocation
☐ Retirement
 ☐ To Pursue Education
☐ Health/Disability
 ☐ Failed to Meet Job Requirements (license/credentials)
☒ Other: Obtained CMSW & took a position utilizing those skills

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Consider revising guidelines for pay increases based on work performance. It takes years of giving quality service to be eligible for even slight increases in pay. Incentives for employees seems to be few and far between. The employees I was able to work with give their all to the clients, and the work can be very emotionally draining. Gift cards for employee of the month/quarter, staff retreats... anything that recognizes the dedication, I think would help to show staff that their work is appreciated.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

RECEIVED

Please Print

2015 NOV 18 PM 1:58

Name (Optional): <div style="background-color: black; color: black; width: 100px; height: 1.2em; margin-top: 5px;">Name Redacted</div>		Facility/Office (Optional): <i>Central / H. M. Hargrett</i>	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input checked="" type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: <i>9/7/10</i>	Date of DJJ Separation/Termination: <i>10/15/15</i>	Total Length of Time Working at DJJ: Yrs: <u>5</u> Mos.: <u>1</u>	
Most Recent Job Title: <i>Skilled Trades Worker</i>		Length of Time in Most Recent Position: Yrs: <u>5</u> Mos.: <u>1</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|---|--|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input checked="" type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|--|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☒ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

The South Carolina Department of Juvenile Justice is an equal opportunity employer. DJJ does not discriminate in hiring, promotions, discharge, pay, fringe benefits, job training, classification, referral or in any other aspects of employment, on the basis of race, color, religion, sex, disability or national origin. Any acts you feel is in violation please contact the Office of Human Resources 4650 Broad River Road, Willow Lane Campus, Columbia, SC 29212 (803) 896-4733. The South Carolina Department of Juvenile Justice's School District also does not discriminate in any programs or activities on the basis of race, color, national origin, sex, disability or age. The following offices have been designated to handle inquiries regarding the school district's nondiscrimination policies: Title IX - Inspector General's Office - 3208 Broad River Road, Columbia, SC 29210-5427 - Ph: 803-896-9595; 504 Special Education Office, 1830 Shivers Road, Columbia, SC 29210-5416 - Ph: 803-896-8484

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.	✓				
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.			✓		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation			✓	
Supervision		✓		
Management			✓	
Work Schedule		✓		
Work Location		✓		
Work Duties		✓		

The primary reason you are leaving DJJ employment is:

- ☒ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)
☐ Other: _____
- ☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

DJJ is a great place to work. My department & areas I supported felt like my family.
 Compensation needs improvement & it would make it as close to perfect as would be possible.
 Thanks for the years

Signature Redacted

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE
Employee Exit Questionnaire

Please Print

Name (Optional):		Facility/Office (Optional):	
Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female Race: <input type="checkbox"/> Caucasian <input checked="" type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input type="checkbox"/> 31 – 40 years old <input checked="" type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 2-15	Date of DJJ Separation/Termination: 10-30-15	Total Length of Time Working at DJJ: Yrs: 9 Mos.: 10	
Most Recent Job Title: Admin. Specialist		Length of Time in Most Recent Position: Yrs: 9 Mos.: 10	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input checked="" type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Planning and Programs |

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration | <input type="checkbox"/> Director's Office |
| <input type="checkbox"/> Community Services/County Office | <input checked="" type="checkbox"/> Administrative Services |
| <input type="checkbox"/> Community Services/Facility | <input type="checkbox"/> Educational Services |
| <input type="checkbox"/> Rehabilitative Services/Facility | <input type="checkbox"/> Inspector General |
| <input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Planning and Programs |

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☐ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☒ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

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RECEIVED
 2015 DEC -4 AM 9:17
 SC DJJ
 HUMAN RESOURCES

For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.	✓				
I would recommend employment with DJJ to a friend.	✓				
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.		✓			
I received the necessary training and instruction to perform my job duties.		✓			
I believe there were ample opportunities for advancement and promotion within DJJ.			✓		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits	✓			
Compensation	✓			
Supervision	✓			
Management		✓		
Work Schedule	✓			
Work Location	✓			
Work Duties	✓			

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)

☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)
- ☒ Other: To take care of a family member

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

2015 DEC 11 AM 8:37

RECEIVED

Name (Optional):		Facility/Office (Optional): SCDJJ	
Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Race: <input checked="" type="checkbox"/> Caucasian <input type="checkbox"/> African-American <input type="checkbox"/> Other		Age: <input type="checkbox"/> Less than 21 years old <input type="checkbox"/> 21 – 30 years old <input checked="" type="checkbox"/> 31 – 40 years old <input type="checkbox"/> 41 – 50 years old <input type="checkbox"/> 51 – 60 years old <input type="checkbox"/> 61 or older	
Date of DJJ Hire: 8/3/15	Date of DJJ Separation/Termination: 10/31/15	Total Length of Time Working at DJJ: Yrs: _____ Mos.: <u>2</u>	
Most Recent Job Title: Juvenile Specialist I		Length of Time in Most Recent Position: Yrs: _____ Mos.: <u>2</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

- | | |
|--|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input checked="" type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|--|---|

I have also worked for DJJ in the area(s) of (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Community Services/ Administration
<input type="checkbox"/> Community Services/County Office
<input type="checkbox"/> Community Services/Facility
<input type="checkbox"/> Rehabilitative Services/Facility
<input type="checkbox"/> Rehabilitative Services/Other than Facility | <input type="checkbox"/> Director's Office
<input type="checkbox"/> Administrative Services
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Inspector General
<input type="checkbox"/> Planning and Programs |
|---|---|

The most recent position I held at DJJ was in the job category of (check one):

- ☐ Clinical (Social Work, Psychology, Chaplaincy, Health Care)
☒ Security (JCO, Residential Specialist, Police, Investigations)
☐ Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
☐ Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
☐ Education (Teacher, Guidance)
☐ Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

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For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.		✓			
I would recommend employment with DJJ to a friend.		✓			
I received honest and equitable job performance evaluations with employed at DJJ.				✓	
I received the appropriate level of guidance, coaching, and direction from my supervisor.					✓
I received the necessary training and instruction to perform my job duties.					✓
I believe there were ample opportunities for advancement and promotion within DJJ.			✓		

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits			✓	
Compensation			✓	
Supervision				✓
Management				
Work Schedule			✓	
Work Location			✓	
Work Duties			✓	

The primary reason you are leaving DJJ employment is:

- ☐ Better Job
☐ Retirement
☐ Health/Disability
☐ Involuntary Dismissal (Termination)

☐ Relocation
☐ To Pursue Education
☐ Failed to Meet Job Requirements (license/credentials)
- ☒ Other: Poor delegation of duties by supervisors and too much control by inmates

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Remind people this is a prison, not a summer camp. Staff is unsupportive of new employees and inmates are not held responsible.

Thank you. Please submit/return to Human Resources.

SOUTH CAROLINA DEPARTMENT OF JUVENILE JUSTICE

Employee Exit Questionnaire

Please Print

Name (Optional):		Facility/Office (Optional): <u>Holly</u>	
Gender: Male <u>Female</u> Race: Caucasian <u>African-American</u> Other		Age: Less than 21 years old 21 – 30 years old <u>31 – 40 years old</u> 41 – 50 years old 51 – 60 years old 61 or older	
Date of DJJ Hire: <u>Sep. 2015</u>	Date of DJJ Separation/Termination: <u>Nov. 2015</u>	Total Length of Time Working at DJJ: Yrs: _____ Mos.: <u>2 1/2</u>	
Most Recent Job Title: <u>Juvenile Spec. I</u>		Length of Time in Most Recent Position: Yrs: _____ Mos.: <u>2 1/2</u>	

The most recent position I held at DJJ was assigned to the functional organization of (check one):

Community Services/ Administration
 Community Services/County Office
 Community Services/Facility
Rehabilitative Services/Facility
 Rehabilitative Services/Other than Facility

Director's Office
 Administrative Services
 Educational Services
 Inspector General
 Planning and Programs

I have also worked for DJJ in the area(s) of (check all that apply):

Community Services/ Administration
 Community Services/County Office
 Community Services/Facility
 Rehabilitative Services/Facility
 Rehabilitative Services/Other than Facility

Director's Office
 Administrative Services
 Educational Services
 Inspector General
 Planning and Programs

The most recent position I held at DJJ was in the job category of (check one):

Clinical (Social Work, Psychology, Chaplaincy, Health Care)
Security (JCO, Residential Specialist, Police, Investigations)
 Support (Food Service, Maintenance, Information Technology, Fiscal Affairs)
 Management (Executive Manager, Regional Director, Facility Manager, Senior Manager)
 Education (Teacher, Guidance)
 Administrative Support (Administrative Assistant/Specialist)

(Please continue on the reverse side of this page)

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For each comment, please mark the column that best reflects your feelings about DJJ:

COMMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would consider working with DJJ again if given the opportunity.				✓	
I would recommend employment with DJJ to a friend.				✓	
I received honest and equitable job performance evaluations with employed at DJJ.	✓				
I received the appropriate level of guidance, coaching, and direction from my supervisor.				✓	
I received the necessary training and instruction to perform my job duties.	✓				
I believe there were ample opportunities for advancement and promotion within DJJ.	✓				

For each topic, please mark the column that best reflects your feelings about DJJ:

TOPIC	Excellent	Good	Okay	Poor
State Benefits		✓		
Compensation			✓	
Supervision				✓
Management	✓			
Work Schedule	✓			
Work Location				✓
Work Duties				✓

The primary reason you are leaving DJJ employment is:

Better Job

Retirement

Health/Disability

Involuntary Dismissal (Termination)

Other: _____

Relocation

To Pursue Education

Failed to Meet Job Requirements (license/credentials)

COMMENTS: Your suggestions for improvement at DJJ are (Please elaborate and explain):

Supervisors need more Structure, organizational Skills, Communication and they need to demonstrate leading by example. Staff as a whole should show the juveniles more respect. Old staff members are to relaxed with their position. The Units & Pods are dirty and cold. Teamwork is not present on Campus.

Thank you. Please submit/return to Human Resources.

Employee Exit Interviews

2016

South Carolina Department of Juvenile Justice EMPLOYEE EXIT SURVEY

Departing Employee:

Your input about your employment with the agency is important to us. We request your assistance by completing this form and returning it to the Human Resources Division at 4900 Broad River Road; Columbia, SC 29210. If you wish to have a formal exit interview with an HR Representative, please contact the Office of Human Resources at (803) 896-5607.

Name (Optional): Name Redacted Job Title: Sgt. Night Shift
Work Location: CMU BRAC Separation Date: 1/30/16

Please rate the questions below by checking the box that best represents your opinion.	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree	No Opinion
Supervisor explained the job to me.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor gave me guidance and training to do the job.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor was knowledgeable of the job I performed.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor provided performance feedback to me.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership communicated with me.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership was responsive.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a positive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a negative work environment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership cared about the employees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership was concerned about my safety.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had the resources to perform the job.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My workload was too much for one person.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was satisfied with my salary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I was not satisfied with my salary.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency provided training opportunities to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I was allowed to participate in training opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
There were advancement opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Agency recognized employees for contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Agency promoted fair and equal treatment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency took employee complaints or problems seriously.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I enjoyed my co-workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

We would like to know why you left employment with DJJ. Please select your top three (3) reasons for leaving the agency from among the choices below (which are in no particular order), and rank them by writing the numbers 1, 2, or 3 in the boxes provided.

<input type="checkbox"/> Better Advancement	<input type="checkbox"/> Better benefits	<input type="checkbox"/> Higher Pay
3 <input checked="" type="checkbox"/> Lack of Supervisory Support	<input type="checkbox"/> Lack of Employee Recognition	2 <input checked="" type="checkbox"/> Lack of Resources
<input type="checkbox"/> Relationship with Management/Supervisor	<input type="checkbox"/> Training	1 <input checked="" type="checkbox"/> Working Conditions
<input type="checkbox"/> Other - Please Explain: _____		
Would you consider returning to DJJ? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Thank you for taking time from your busy schedule to complete and return this survey.

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**South Carolina Department of Juvenile Justice
EMPLOYEE EXIT SURVEY**

Departing Employee:

Your input about your employment with the agency is important to us. We request your assistance by completing this form and returning it to the Human Resources Division at 4900 Broad River Road; Columbia, SC 29210. If you wish to have a formal exit interview with an HR Representative, please contact the Office of Human Resources at (803) 896-5607.

Name (Optional): Name Redacted

Work Location: Pickens.

Job Title:

Separation Date:

Admin. Support

1-15-16

Please rate the questions below by checking the box that best represents your opinion.	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree	No Opinion
Supervisor explained the job to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisor gave me guidance and training to do the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisor was knowledgeable of the job I performed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisor provided performance feedback to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership communicated with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership was responsive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a positive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a negative work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Leadership cared about the employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership was concerned about my safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I had the resources to perform the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
My workload was too much for one person.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was satisfied with my salary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was not satisfied with my salary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Agency provided training opportunities to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I was allowed to participate in training opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
There were advancement opportunities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency recognized employees for contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency promoted fair and equal treatment.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency took employee complaints or problems seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I enjoyed my co-workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

We would like to know why you left employment with DJJ. Please select your top three (3) reasons for leaving the agency from among the choices below (which are in no particular order), and rank them by writing the numbers 1, 2, or 3 in the boxes provided.

☒ 2 Better Advancement

☐ Better benefits

☐ 1 Higher Pay

☐ Lack of Supervisory Support

☐ Lack of Employee Recognition

☐ Lack of Resources

☐ Relationship with Management/Supervisor

☐ Training

☐ Working Conditions

☒ 3 Other - Please Explain: more duties

Would you consider returning to DJJ? ☒ Yes ☐ No

Thank you for taking time from your busy schedule to complete and return this survey.

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**South Carolina Department of Juvenile Justice
EMPLOYEE EXIT SURVEY**

Departing Employee:

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Name (Optional):

Name Redacted

Job Title:

JCO II

Work Location:

Detention Center

Separation Date:

January 2016

Please rate the questions below by checking the box that best represents your opinion.	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree	No Opinion
Supervisor explained the job to me.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisor gave me guidance and training to do the job.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisor was knowledgeable of the job I performed.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisor provided performance feedback to me.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership communicated with me.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership was responsive.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a positive work environment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leadership promoted a negative work environment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Leadership cared about the employees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Leadership was concerned about my safety.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I had the resources to perform the job.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
My workload was too much for one person.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was satisfied with my salary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I was not satisfied with my salary.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency provided training opportunities to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I was allowed to participate in training opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
There were advancement opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Agency recognized employees for contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency promoted fair and equal treatment.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency took employee complaints or problems seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I enjoyed my co-workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We would like to know why you left employment with DJJ. Please select your top three (3) reasons for leaving the agency from among the choices below (which are in no particular order), and rank them by writing the numbers 1, 2, or 3 in the boxes provided.

- | | | |
|---|---|--|
| <input type="checkbox"/> Better Advancement | <input type="checkbox"/> Better benefits | <input type="checkbox"/> Higher Pay |
| <input type="checkbox"/> Lack of Supervisory Support | <input type="checkbox"/> Lack of Employee Recognition | <input type="checkbox"/> Lack of Resources |
| <input type="checkbox"/> Relationship with Management/Supervisor | <input type="checkbox"/> Training | <input checked="" type="checkbox"/> Working Conditions |
| <input checked="" type="checkbox"/> Other - Please Explain: Short Staff #3 It was time to go... | | |

Would you consider returning to DJJ? ☐ Yes ☒ No

The job is too rough. Staff getting hurt, Juv's out of control.

Thank you for taking time from your busy schedule to complete and return this survey.

The South Carolina Department of Juvenile Justice is an equal opportunity employer. DJJ does not discriminate in hiring, promotions, discharge, pay, fringe benefits, job training, classification, referral, or in any other aspects of employment, on the basis of race, color, religion, sex, participation in protected activity in the workplace, disability, age or national origin. Any act you feel is in violation please contact the Office of Human Resources, 4900 Broad River Road, Columbia, SC 29212-5413 (803) 896-4733. The South Carolina Department of Juvenile Justice's School District also does not discriminate in any programs or activities on the basis of race, color, national origin, sex, religion, participation in protected activity in the work place, disability, or age. The following offices have been designated to handle inquiries regarding the school district's nondiscrimination policies: Title IX - Inspector General's Office - 3208 Broad River Road, Columbia, SC 29210-5427 Phone: 803-896-9595; 504 Special Education Office, 1830 Shivers Road, Columbia, SC 29210-5416, Phone: 803-896-8484.

DOJ is out of control, too many
staff has been hurt. A very
large turn over. I am very glad
to be gone. I Thank God To General
Would Not Want To Come Back
Two Supervisor Lt. [Name Redacted] Capt.

[Name Redacted] Need To Learn How To Deal
With People In A Very Professional
And Mature Way. They Both Need
Classes.

[Signature Redacted]

ATTACHMENT 2

Improvement Plan #1027 - Birchwood



This plan is currently Open [change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal
Security 03 Incidents involving contraband (weapons) per 100 person-days of youth confinement.	0.00	1.00	0.36	1.00
Security 04 Incidents involving contraband (drugs) per 100 person-days of youth confinement.	4.00	0.00	0.73	3.00
Security 05 Incidents involving contraband (other) per 100 person-days of youth confinement.	1.00	2.00	2.20	5.00


Improvement Plan #1018 – John G. Richards



This plan is currently [Open change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal
Order 04 Mechanical restraint use per 100 person-days of youth confinement.	23.00	17.00	9.68	5.00
Order 08 Isolation, room confinement, segregation/special management unit use per 100 person-days of youth confinement.	97.00	16.00	24.90	35.00
Order 09 Average duration of isolation, room confinement, and segregation/special management in hours.	84.90	23.31	15.03	47.00
Order 10 Percent of isolation, room confinement, and segregation/special management unit cases terminated in four hours or less.	42%	25%	64%	50%
Order 11 Percent of isolation, room confinement, and segregation/special management unit cases terminated in eight hours or less.	46%	44%	71%	75%
Safety 02 Injuries to youths per 100 person-days of youth confinement.	71.00	11.00	7.38	15.00
Safety 04 Injuries to youths by other youths per 100 person-days of youth confinement.	6.00	1.00	2.26	10.00

Outcome Measure	Original Value	Current Value	Average Value	Goal	
Safety 11 Assaults and fights on youth per 100 person-days of youth confinement.	11.00	2.00	5.05	10.00	
Safety 14 Percent of staff who report that they feared for their safety within the last six months.	53%	63%	26%	45%	
Security 04 Incidents involving contraband (drugs) per 100 person-days of youth confinement.	3.00	13.00	0.49	5.00	
Security 05 Incidents involving contraband (other) per 100 person-days of youth confinement.	9.00	3.00	1.47	4.00	

Improvement Plan #1022- John G. Richards



This plan is currently Open [change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal
Security 03 Incidents involving contraband (weapons) per 100 person-days of youth confinement.	0.00	0.00	0.24	50.00 
Security 04 Incidents involving contraband (drugs) per 100 person-days of youth confinement.	13.00	13.00	0.49	50.00 
Security 05 Incidents involving contraband (other) per 100 person-days of youth confinement.	3.00	3.00	1.47	50.00 


Improvement Plan #1033 – Willow Lane



This plan is currently **Open** [change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal	
Order 04 Mechanical restraint use per 100 person-days of youth confinement.	8.00	2.00	1.89	4.00	
Order 09 Average duration of isolation, room confinement, and segregation/special management in hours.	33.43	17.39	15.03	15.00	
Order 10 Percent of isolation, room confinement, and segregation/special management unit cases terminated in four hours or less.	0%	0%	64%	0%	
Order 11 Percent of isolation, room confinement, and segregation/special management unit cases terminated in eight hours or less.	0%	0%	71%	0%	
Safety 02 Injuries to youths per 100 person-days of youth confinement.	3.00	2.00	1.44	10.00	
Safety 04 Injuries to youths by other youths per 100 person-days of youth confinement.	1.00	0.00	0.44	2.00	
Safety 11 Assaults and fights on youth per 100 person-days of youth confinement.	2.00	1.00	0.99	2.00	

Outcome Measure	Original Value	Current Value	Average Value	Goal	
Safety 12 Assaults on staff per 100 person-days of youth confinement.	2.00	0.00	0.23	1.00	

Improvement Plan #1017 – Midlands Evaluation


[Print](#)

This plan is currently [Open change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal
Order 03 Physical restraint use per 100 person-days of youth confinement.	6.00	14.00	6.32	8.00
Order 04 Mechanical restraint use per 100 person-days of youth confinement.	5.00	2.00	5.96	6.00
Order 09 Average duration of isolation, room confinement, and segregation/special management in hours.	1.00	17.95	16.45	1.00
Order 10 Percent of isolation, room confinement, and segregation/special management unit cases terminated in four hours or less.	100%	50%	38%	75%
Order 11 Percent of isolation, room confinement, and segregation/special management unit cases terminated in eight hours or less.	100%	76%	64%	90%
Other Justice 05, Order 03, Order 04, Safety 05, Safety 10, Safety 13				

Improvement Plan #1018 – Midlands Evaluation


[Print](#)

This plan is currently Open [change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal	
Safety 02 Injuries to youths per 100 person-days of youth confinement.	27.00	19.00	13.54	10.00	
Safety 03 Injuries to staff per 100 staff-days of employment.	1.00	1.00	2.24	2.00	
Safety 04 Injuries to youths by other youths per 100 person-days of youth confinement.	21.00	7.00	6.32	8.00	
Safety 10 Youths injured during the application of physical and/or mechanical restraints per 100 person-days of youth confinement.	5.00	2.00	0.54	3.00	
Safety 11 Assaults and fights on youth per 100 person-days of youth confinement.	20.00	12.00	9.93	10.00	
Safety 12 Assaults on staff per 100 person-days of youth confinement.	1.00	0.00	1.26	2.00	


Improvement Plan #1014 – Upstate Evaluation



This plan is currently [Open change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal
Order 09 Average duration of isolation, room confinement, and segregation/special management in hours.	14.33	43.86	16.45	10.00
Order 10 Percent of isolation, room confinement, and segregation/special management unit cases terminated in four hours or less.	41%	30%	38%	50%
Order 11 Percent of isolation, room confinement, and segregation/special management unit cases terminated in eight hours or less.	56%	57%	64%	70%
Safety 02 Injuries to youths per 100 person-days of youth confinement.	24.00	26.00	15.03	12.00
Safety 03 Injuries to staff per 100 staff-days of employment.	1.00	1.00	1.82	0.00
Safety 10 Youths injured during the application of physical and/or mechanical restraints per 100 person-days of youth confinement.	4.00	0.00	0.60	2.00
Safety 11 Assaults and fights on youth per 100 person-days of youth confinement.	14.00	12.00	11.02	12.00

Outcome Measure	Original Value	Current Value	Average Value	Goal	
Safety 12 Assaults on staff per 100 person-days of youth confinement.	4.00	0.00	1.40	2.00	

Improvement Plan #1016 – Juvenile Detention



This plan is currently [Open change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal	
Safety 02 Injuries to youths per 100 person-days of youth confinement.	18.00	17.00	10.35	9.00	
Safety 04 Injuries to youths by other youths per 100 person-days of youth confinement.	4.00	8.00	2.59	4.00	
Safety 11 Assaults and fights on youth per 100 person-days of youth confinement.	13.00	17.00	7.30	10.00	
Safety 13 Percent of interviewed youths who report that they feared for their safety within the last six months at this facility.	15%	4%	15%	8%	
Safety 14 Percent of staff who report that they feared for their safety within the last six months.	17%	32%	21%	8%	

Improvement Plan #1013 – Coastal Evaluation



This plan is currently [Open change](#) | [View the update history](#)

Focus Subjects [Change focus](#)

Outcome Measure	Original Value	Current Value	Average Value	Goal
Behavioral Health 03 Percent of youths presented for admission whose mental health assessments were completed by trained or qualified staff 6 months prior to or within 7 days from admission.	93%	93%	79%	100%
Family 04 Percent of youths who report that they have had phone contact with parent or guardian.	95%	95%	90%	100%
Health 02 Percent of youths presented for admission who had a health intake screening completed by trained or qualified staff in one hour or less.	97%	97%	97%	100%
Health 05 Percent of youths presented for admission who had an intake screening completed by trained or qualified staff in one hour or less from the time of admission.	97%	97%	97%	100%
Health 06 Percent of youths presented for admission whose intake screenings were completed by trained or qualified staff before they were assigned to housing units.	97%	97%	99%	100%
Order 04 Mechanical restraint use per 100 person-days of youth confinement.	10.00	10.00	6.18	3.00

Outcome Measure	Original Value	Current Value	Average Value	Goal	
Order 08 Isolation, room confinement, segregation/special management unit use per 100 person-days of youth confinement.	52.00	52.00	26.03	25.00	
Order 09 Average duration of isolation, room confinement, and segregation/special management in hours.	8.43	8.43	16.45	6.00	
Order 10 Percent of isolation, room confinement, and segregation/special management unit cases terminated in four hours or less.	17%	17%	38%	25%	
Order 11 Percent of isolation, room confinement, and segregation/special management unit cases terminated in eight hours or less.	52%	52%	64%	75%	
Safety 05 Injuries to youths by staff per 100 person-days of youth confinement.	1.00	1.00	0.56	0.00	
Safety 09 Average daily ratio of direct care staff to youth during the collection month.	0.92	0.92	0.95	0.95	
Safety 10 Youths injured during the application of physical and/or mechanical restraints per 100 person-days of youth confinement.	1.00	1.00	0.56	0.00	
Safety 13 Percent of interviewed youths who report that they feared for their safety within the last six months at this facility.	33%	33%	17%	20%	
Safety 14 Percent of staff who report that they feared for their safety within the last six months.	35%	35%	28%	20%	

Outcome Measure	Original Value	Current Value	Average Value	Goal
Safety 15 Percent of interviewed youths who report that they were forced to engage in sexual activity within the last six months while at this facility.	6%	6%	2%	0%

ATTACHMENT 3



Performance based Standards

APRIL 2015 POST DATA COLLECTION OVERVIEW
PRESENTED JUNE 3, 2015

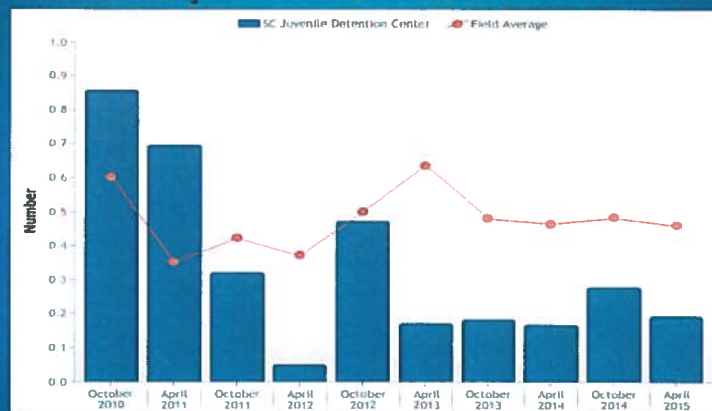
Juvenile Detention Center Level 4

- ▶ ● ENDING PHYSICAL COUNT- 82
- ▶ ● MALE AND FEMALE POPULATION
- ▶ ● REPORTABLE INCIDENTS FOR APRIL-22
- ▶ ● AVERAGE USE OF RM. CONFINEMENT 3.45 HRS
- CHALLENGES AND IMPROVEMENTS

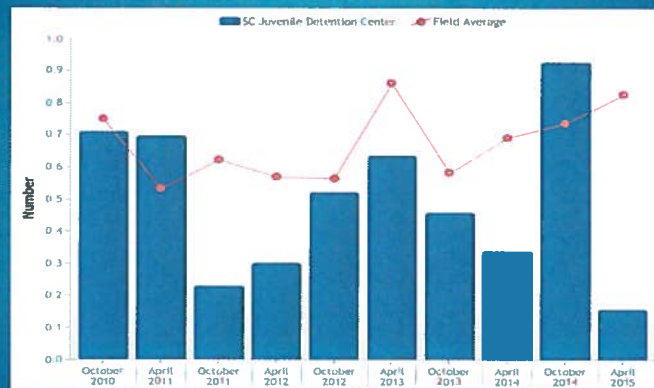
SAFETY 12 ASSAULTS ON STAFF



Safety 02 Injuries to Youth



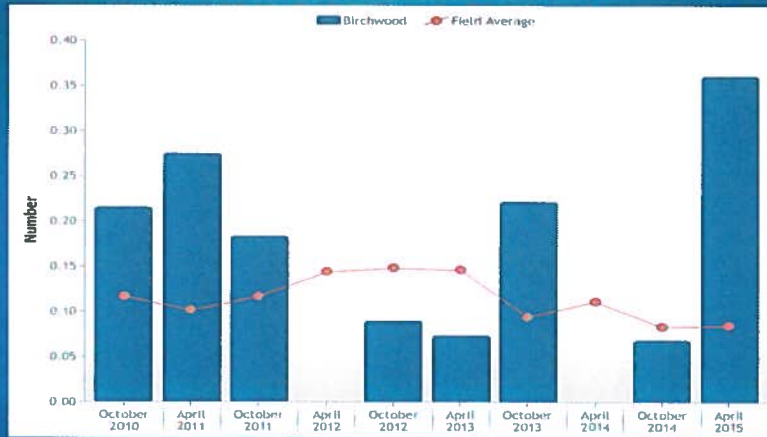
Order 03 Physical Restraints



Birchwood Level 2

- ▶ ● ENDING PHYSICAL COUNT- 58
- ▶ ● MALE POPULATION
- ▶ ● REPORTABLE INCIDENTS FOR APRIL=68
- ▶ ● AVERAGE USE OF ISOLATION – 0.67 HRS.
- ▶ ● CHALLENGES AND IMPROVEMENTS

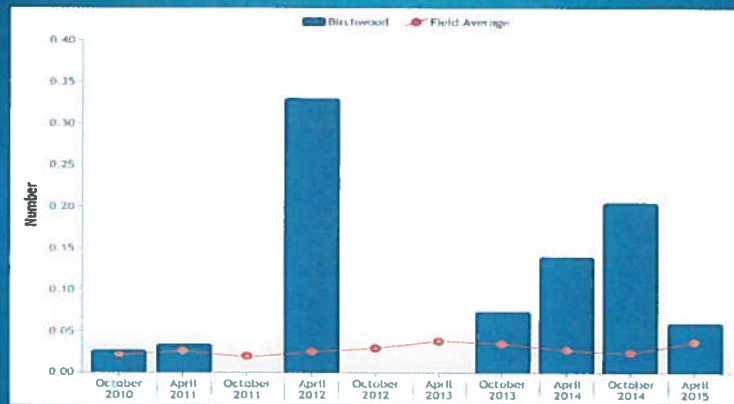
Safety 12 Assaults on Staff



Order 8 Use of Isolation

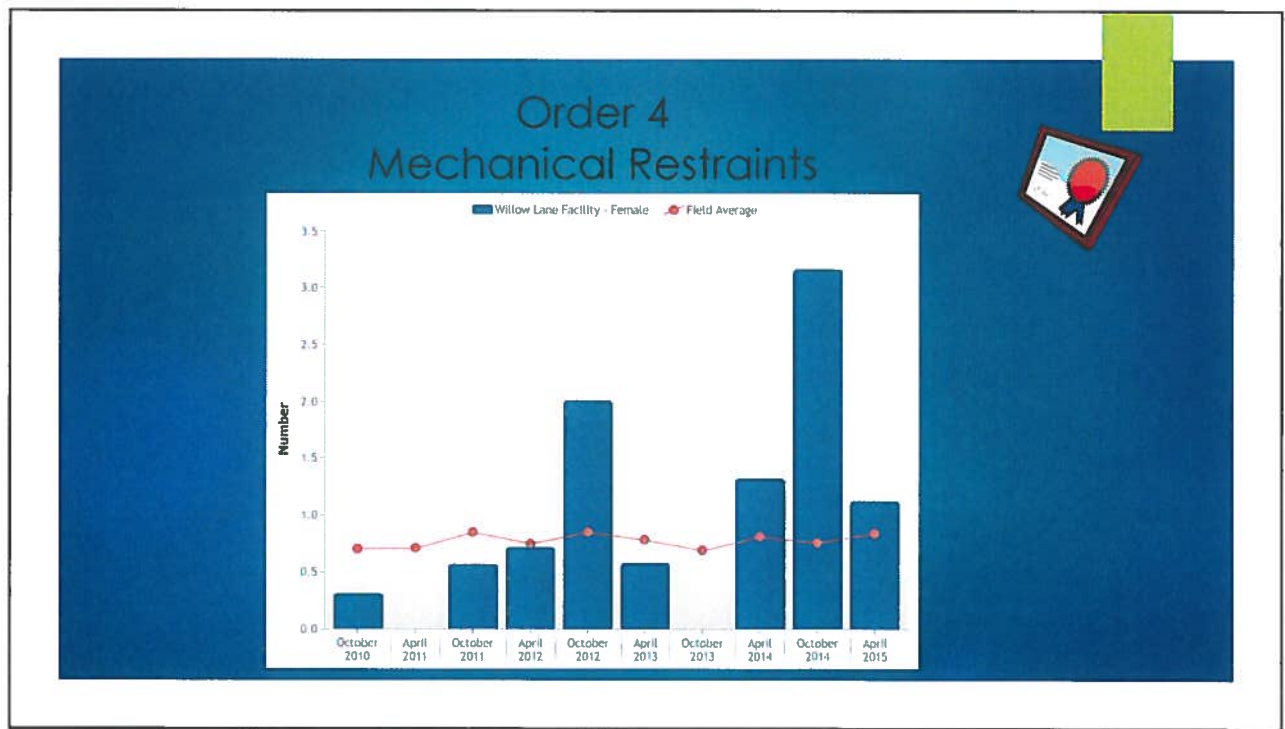
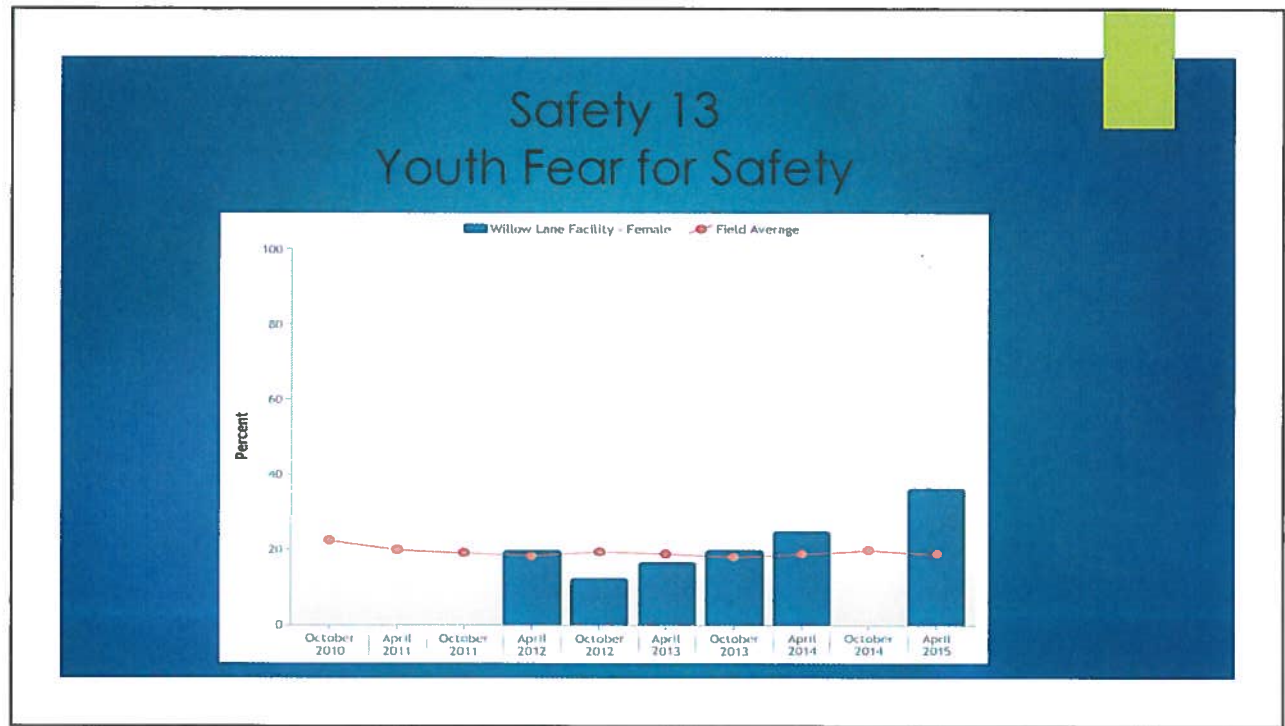


Security 4 Contraband (Drugs)



Willow Lane Level 2

- ▶ ● ENDING PHYSICAL COUNT 12
- ▶ ● FEMALE POPULATION
- ▶ ● REPORTABLE INCIDENTS FOR APRIL-12
- ▶ ● USE OF ISOLATION 11 X'S. AVERAGE/ 0.70 HRS
- ▶ ● CHALLENGES AND IMPROVEMENTS

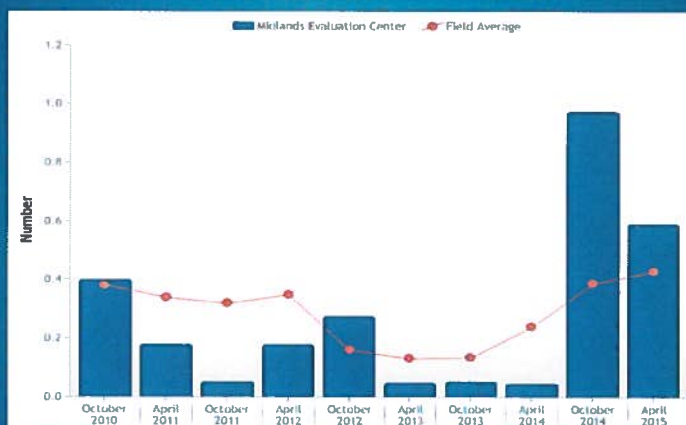


Midlands Evaluation Center

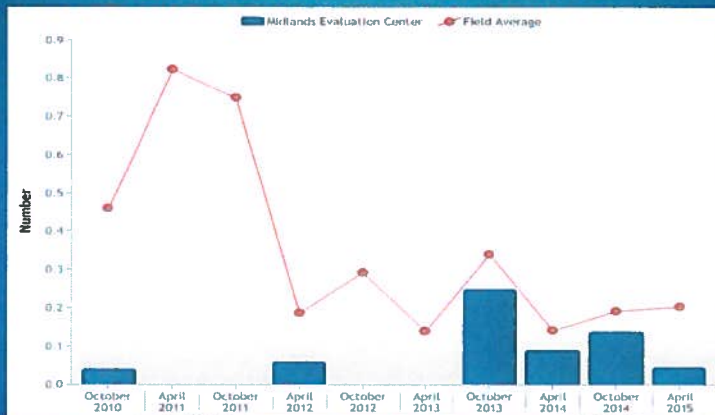
Level 2

- ▶ ● ENDING PHYSICAL COUNT-77
- ▶ ● MALE AND FEMALE POPULATION
- ▶ ● REPORTABLE INCIDENTS FOR APRIL- 28
- ▶ ● USE OF ISOLATION 17 X'S/ AVERAGE HRS. 8.40
- ▶ ● CHALLENGES AND IMPROVEMENTS

Safety 11 Assaults and Fights



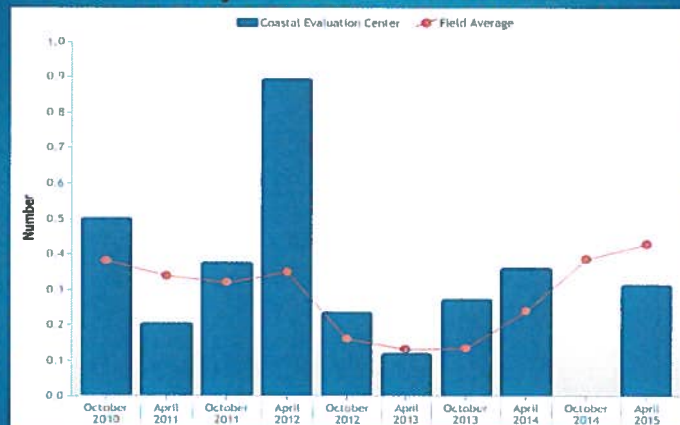
Order 4 Mechanical Restraints



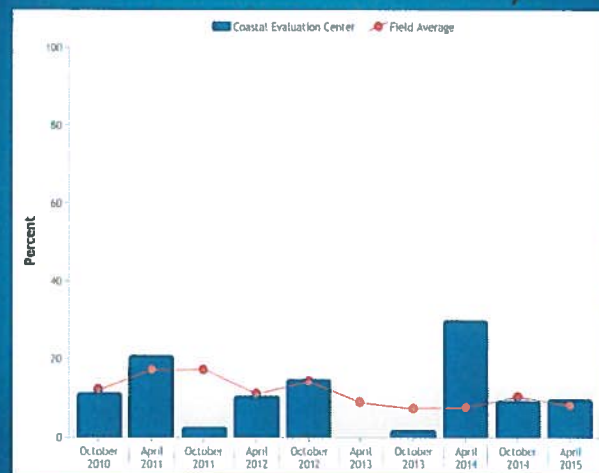
Coastal Evaluation Center Level 3

- ▶ ● ENDING PHYSICAL COUNT - 55
- ▶ ● MALE AND FEMALE POPULATION
- ▶ ● REPORTABLE INCIDENTS FOR APRIL-20
- ▶ ● AVERAGE USE OF ISOLATION – 12 X'S/4.29 HRS
- ▶ ● CHALLENGES AND IMPROVEMENTS

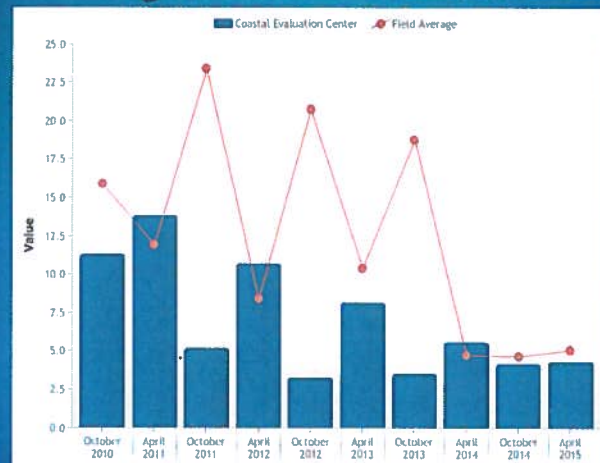
Safety 4 Injuries to Youth



Safety 13 Youth Fear for Safety

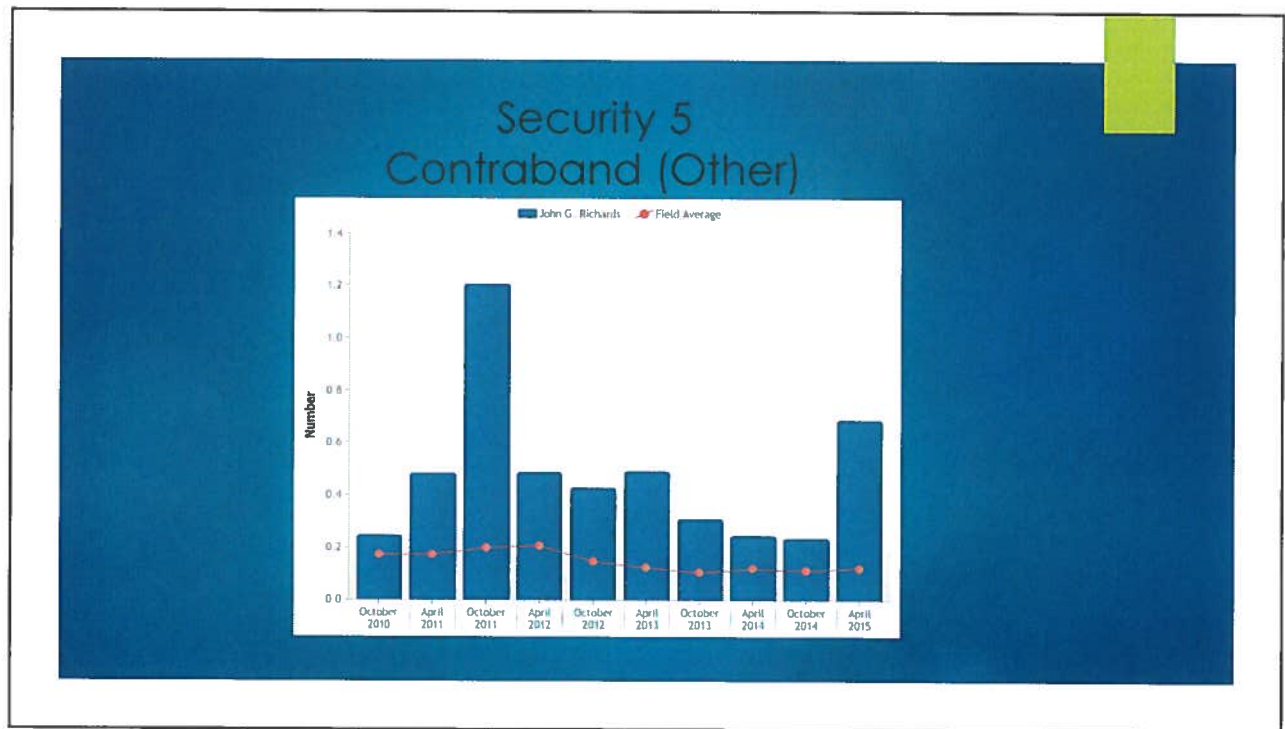
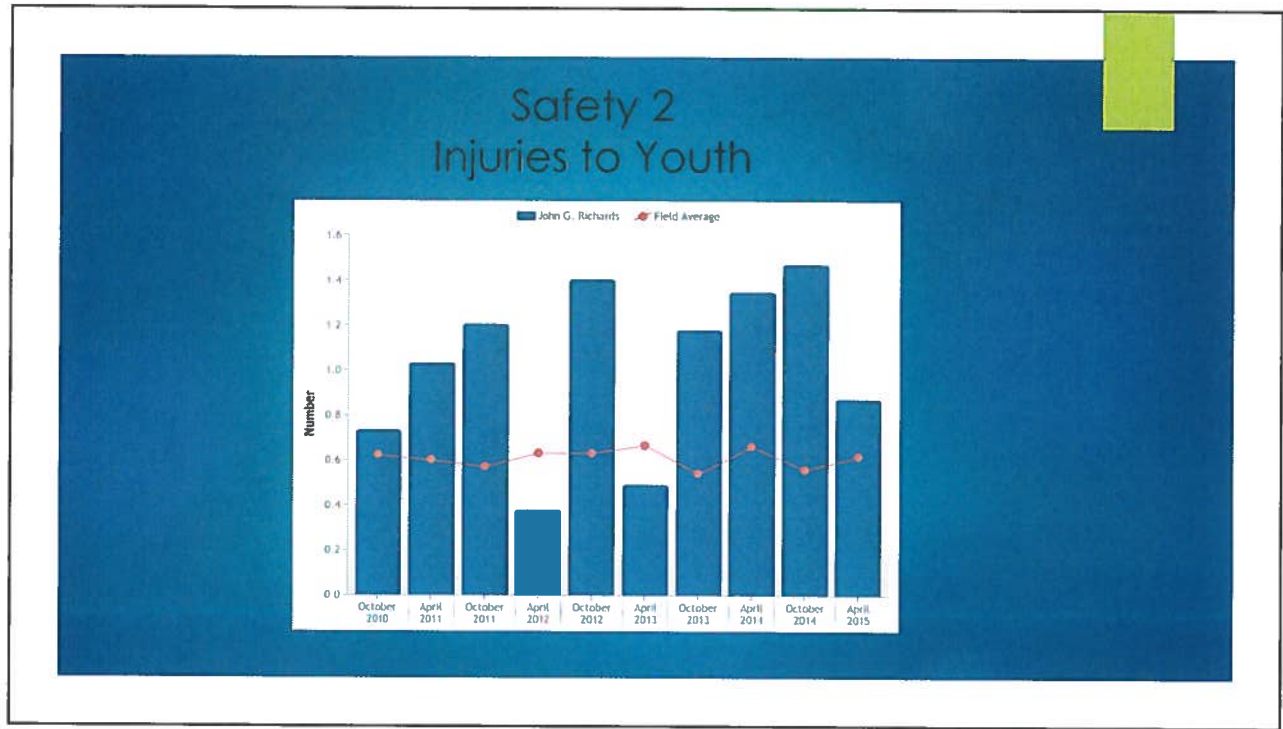


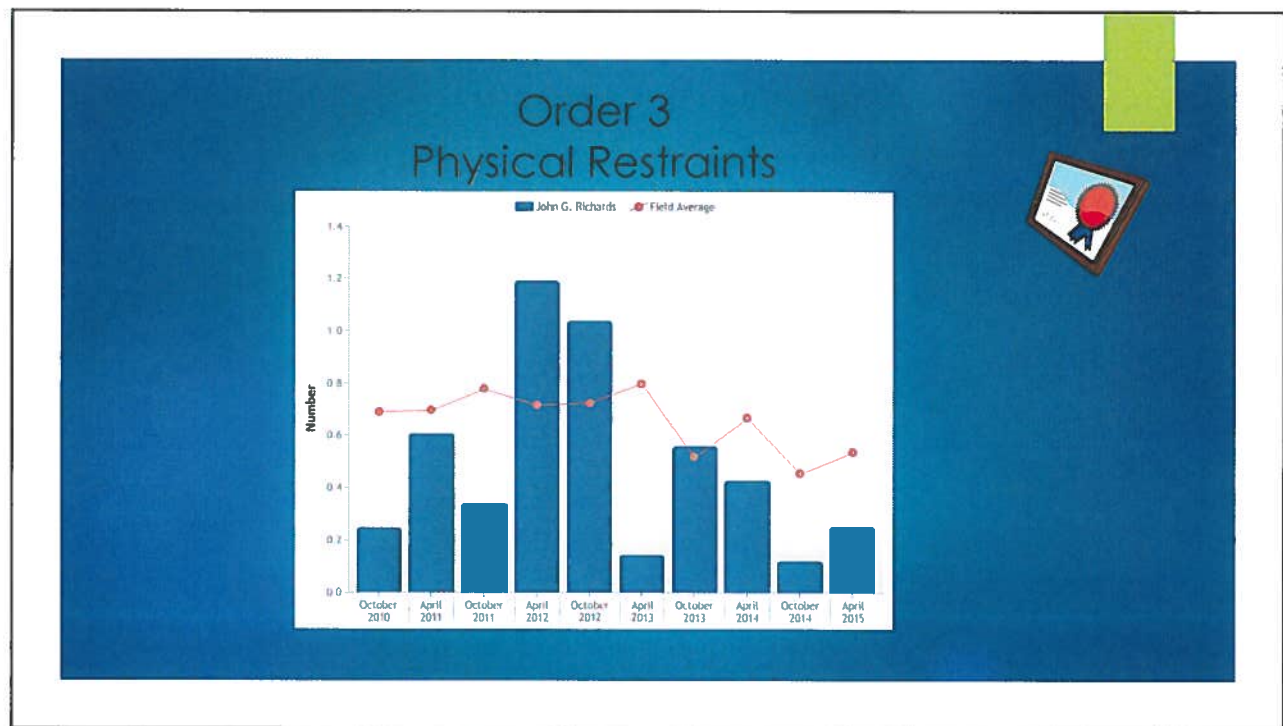
Order 9 Average Duration of Isolation



John G Richards Level 2

- ▶ ● ENDING PHYSICAL COUNT -51
- ▶ ● MALE POPULATION
- ▶ ● REPORTABLE INCIDENTS FOR APRIL -63
- ▶ ● USE OF ISOLATION 39/AVG. 3.65 HRS
- ▶ ● CHALLENGES AND IMPROVEMENTS

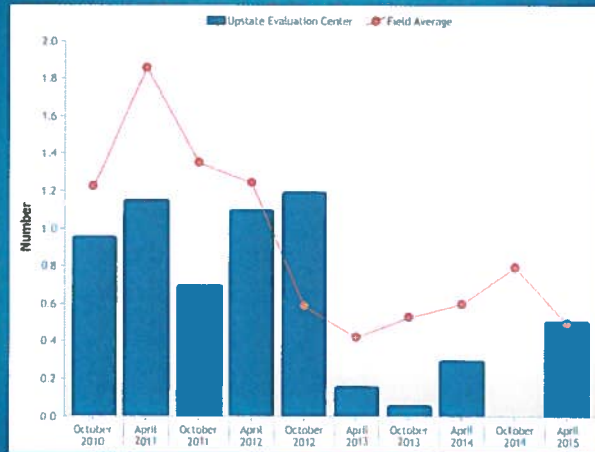




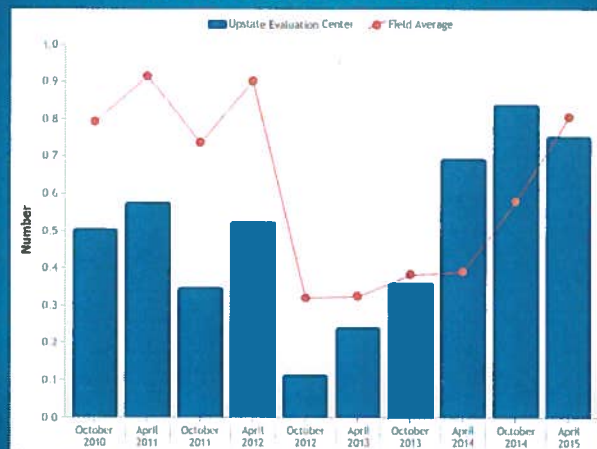
UPSTATE EVALUATION CENTER Level 2

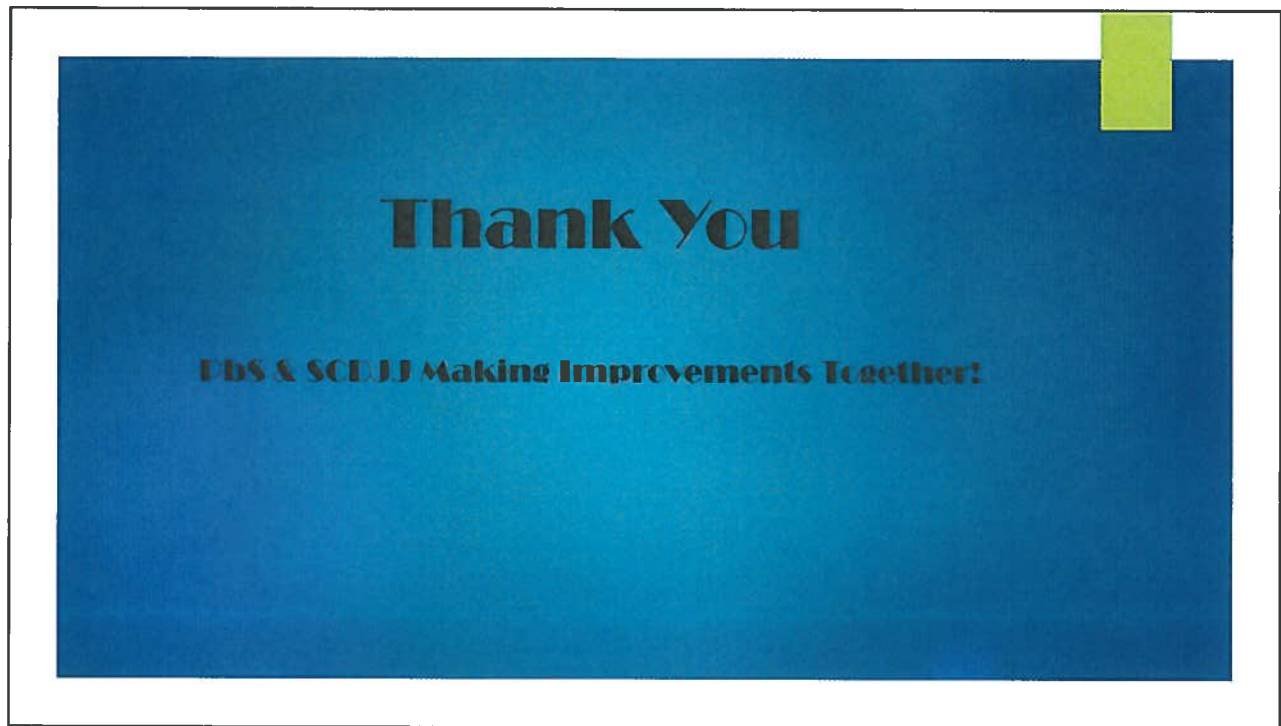
- ▶ ● ENDING PHYSICAL COUNT – 70
- ▶ ● MALE AND FEMALE POPULATION
- ▶ ● REPORTABLE INCIDENTS FOR APRIL 28
- ▶ ● USE OF ISOLATION 19/ AVG. 3.22 HRS
- ▶ ● CHALLENGES AND IMPROVEMENTS

ORDER 1 MISCONDUCT

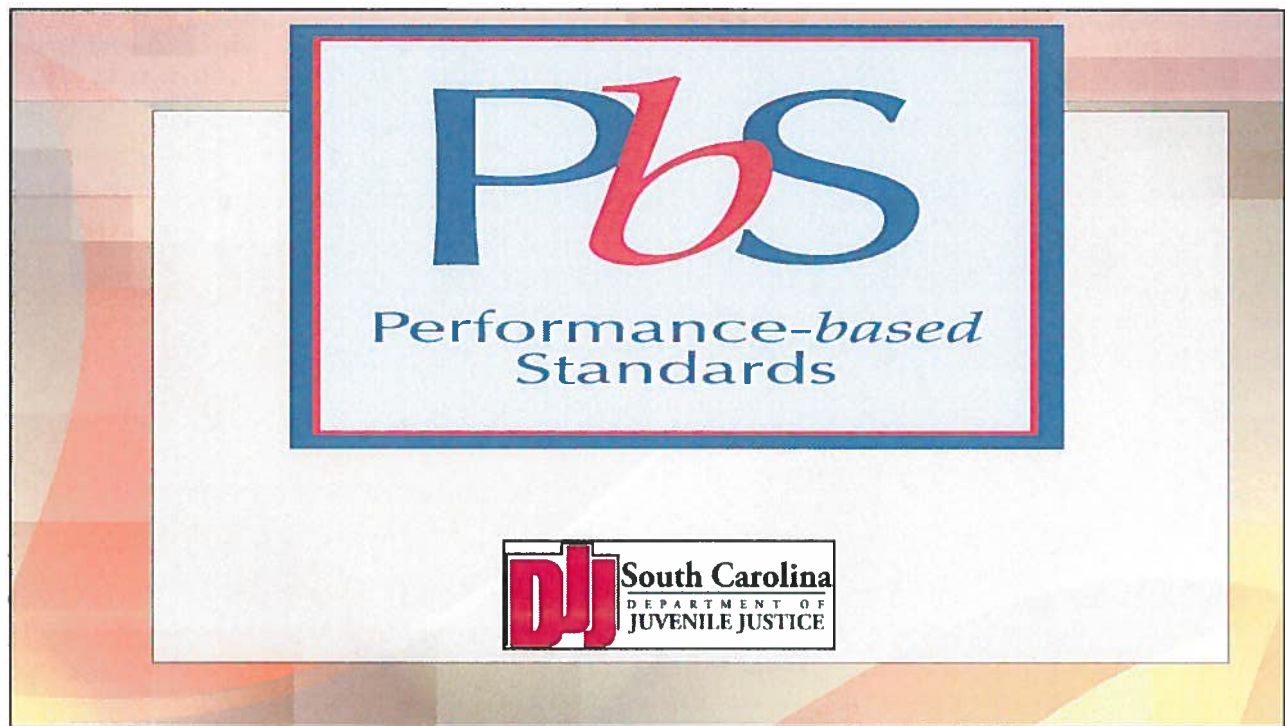


SAFETY 2 INJURIES TO YOUTH





ATTACHMENT 4



What Is PbS?

Definition

a nationally recognized system to identify, monitor and improve conditions and treatment services provided to incarcerated youths using national standards and outcome measures.

- ◆ It is how DJJ measures what we do
- ◆ It is an Objective Process

Our Core Beliefs

Performance Based Standards **(PbS)**

PbS helps to equip **you** (Staff) with the tools, resources and data you need to do your best each day, which in turn makes the restorative justice process successful!

Brief History of PbS

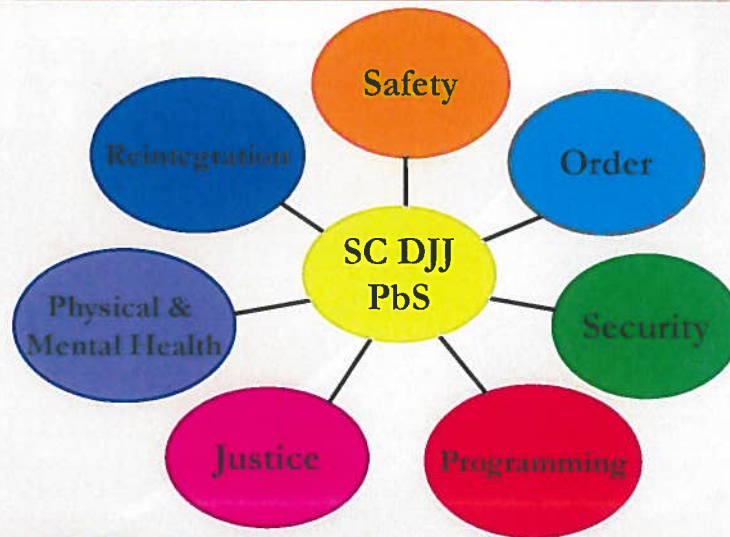
1996

The Office of Juvenile Justice and Delinquency Prevention (OJJDP) in conjunction with CJCA began the process of developing performance-based standards and objective outcomes.

2002

SC DJJ began participating in PbS

PbS Goals



PbS Outcomes

**“Outcomes are measures.
Outcomes do not measure.
They are the result of activities.”**

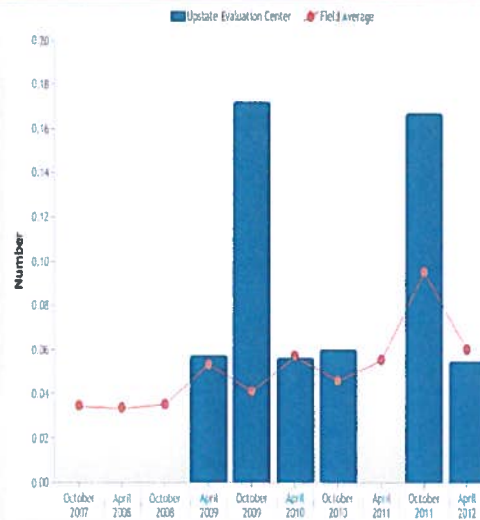


How are the Outcomes Measure?

Example 1

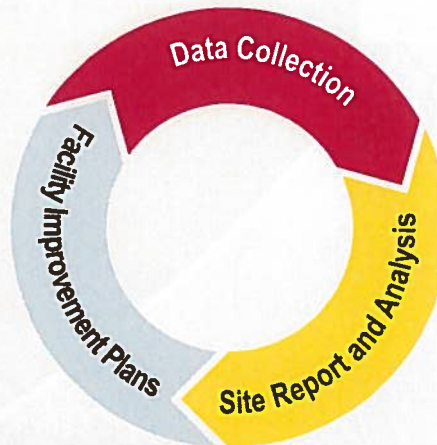
Safety Standard 1:
Protect staff and youths
from intentional and
accidental injuries.

Outcome Measure (Sa3):
Injuries to staff per 100
days of employment.



PbS Continuous Improvement Cycle

A continuous system of learning and improving



What PbS looks like at DJJ

Facilities



Facility Staff

Agency



DJJ's PbS Successes

2013

April - five out of seven facilities achieved level 3 or higher compliance October – MEC, JDC, UEC and WL all achieved level 4 compliance

2012

10-year Participation Milestone

First time ever 5 of our 7 facilities achieved level 3 or higher compliance (Three achieved level 4, WL, UEC and MEC)

2011

Distance Learning Webinar: *"Reintegration"*

DJJ's PbS Successes continued

2010

Distance Learning Call: "Confinement Events"

Distance Learning Call: "Injury Events"

2006

DJJ Participates in its' first PbS Data Collection

2005

Distance Learning Conference:

"Promoting PbS – Input from the field"

Barbara Allen Hagen Award



2012 Upstate Evaluation Center was a finalist for the Barbara Allen-Hagen Award

2010 Coastal Evaluation Center wins the Barbara Allen Hagen Award

2008 Midlands Evaluation Center wins the Barbara Allen Hagen Award

Benefits of PbS

PbS works!

It works because...

- Makes conditions/services better
- Makes **YOUR** job easier

REMEMBER

- PbS is the process of **CONTINUOUS** Improvement (every person, every day)
- The importance of **STAFF SURVEYS!**
- Each Facility has a Site Coordinator to coordinate improvement efforts.

PbS and SCDJJ

Making Improvements Together!

Questions...
Comments...
Thoughts...



Velvet McGowan
State PbS Coordinator
(803) 896-9303
VFMCGO@scdjj.net

ATTACHMENT 5



A nationally recognized system to identify, monitor and improve conditions and treatment services provided to incarcerated youths using national standards and outcome measures.



PbS helps to equip you (Staff) with the tools, resources and data you need to do your best each day, which in turn makes the restorative justice process successful!





It is how DJJ measures
what we do

It is an Objective Process



2002
SC DJJ began participating in PbS
Ratings are Levels: 1, 2, 3, 4





Barbara Allen Hagen Award



2012 Upstate Evaluation Center was a finalist for the Barbara Allen-Hagen Award

2010 Coastal Evaluation Center wins the Barbara Allen Hagen Award

2008 Midlands Evaluation Center wins the Barbara Allen Hagen Award

