



Voice of the Interim Director

Keep up the good work! We can have better facilities, improved case management systems, smaller caseloads and more treatment opportunities.....if we demonstrate that we are making the best use of the resources we have.

Everyone at CSOSA contributes to our success in achieving our mission. Each of us must continue to do whatever we can to ensure that we keep improving our processes. We must be diligent in our record keeping and accuracy of data entry. We can each do things as simple as proofreading, double-checking our data, and asking questions when we are uncertain.

How well we perform directly affects our ability to request and receive necessary funds from Congress. The federal budget process now links performance to funding, and we will begin specific reporting on CSOSA's performance as part of the FY 2003 budget cycle.

Our individual work performances is measured and defined by the five Critical Success Factors (CSFs). Each employee is working toward reaching these CSFs. Every contact a CSO has with an offender, every meeting between supervision officers and police officers, every treatment group run by the Substance Abuse Treatment Branch—essentially all of our day-to-day job functions directly relate to our performance measures. In addition, the accuracy and timeliness of every employee's record keeping and data entry directly affect how our performance will be measured and the results that we report to Congress.

We have come a long way since CSOSA's creation, from a Trustee with a few core staff, to over 600 employees. I am proud of all of our employees, but we must not rest on our laurels. We have only just begun to achieve the success to which we are committed and capable. Keep up the good work and remember to do your part and to help others do theirs.

Jasper Ormond

Why Have a Drug-Free Workplace?

It's Important to Our Agency!

By Tresa Grosshans, Drug Free Workplace Coordinator, Office of Security



Having a drug-free workplace protects your health and safety. Employees who are free of alcohol and other drugs have fewer accidents, make fewer mistakes, and are more productive.

Seventy-one percent of Americans who engage in illicit drug use are employed. Based on government figures, that means 6.5 million regular marijuana users and 1.25 million regular cocaine users are in the U.S. work force.

Many of the "regular" drug users are or will become

chronic drug abusers and addicts who are even more likely to compromise the workplace in numerous ways such as decreased productivity, increased accidents, absenteeism, and workplace violence.

Drug and alcohol-related problems are one of the four top reasons for the rise in workplace violence. In addition, the economic cost of drug abuse to business is enormous; the human cost is even greater. Thus, the purpose of our Drug-Free Workplace Program is to promote awareness and reduce these problems.

If you or someone you know has a problem with alcohol and other drugs, contact the Employee Assistance Program (EAP), Jim Reedy, EAP Counselor, on 1-800-222-0364 for free, confidential help.

MAJOR CHANGES IN THE THRIFT SAVINGS PLAN

By Anthony Mitchell,
Benefits Officer, Office
of Human Resources



The Thrift Savings Plan (TSP) Open Season begins Tuesday, May 15th and ends Tuesday, July 31st. Some of the significant changes to report are noted below:

1. The most important change is that Federal Employees Retirement System (FERS) employees can now contribute up to 11% of their annual salary (up from 10%), and Civil Service Retirement System (CSRS) employees can contribute up to 6% (up from 5%). The agency matching amount remains at 5% of FERS employees' annual salaries; there is no agency matching for CSRS employees.

2. Also during this Open Season, new employees no longer must wait a year to participate in the Thrift Savings

Plan. Thus, employees hired between January 1 and June 30, 2001, may begin to participate in TSP during this Open Season. Although these employees may contribute up to 11% of their salaries, **they do not receive agency matching contributions until the second open season.** For most of these new employees, agency matching will begin with the open season that starts November 15, 2001.

3. Employees hired on or after July 1, 2001, will have 60 days from their starting dates to make a TSP contribution election.

4. To accompany the existing G, F and C funds, the Thrift Investment Board has added two additional funds. **Meet the "S" and "I" funds:**

⇒The S fund is invested in small and mid-sized companies. The S fund will track the Wilshire 4500, an index that - despite the number in its name -- follows the performance of 6,200 companies. It includes stocks that are not included in the S&P 500. In 1999, the

Wilshire 4500 earned 35.50% and for 2000, it dropped 15.60%.

⇒The I fund tracks the Morgan Stanley Europe, Australia and Far East (EAFE) index, which comprises stocks from Australia, Austria, Belgium, Denmark, France, Japan, Spain, United Kingdom, et al. In 1999, the EAFE earned 26.70% and for 2000, it dropped 14.20%.

5. **Two forms are now necessary for TSP enrollment.** Form TSP-1 (Election Form) is used to show the amount you wish to contribute to TSP, and TSP-50 (Investment Allocation Form) is used to allocate your contribution among the five investment funds. TSP elections from this Open Season become effective July 1, 2001.

The Thrift Savings Plan plays a major role in the retirement income of FERS employees. Do keep this in mind, and take advantage of this very good thing! Please call Benefits Officer Anthony Mitchell at 220-5610 with questions.

Partnership: Mothers Against Drunk Driving; Service: Victim's Impact Panel

By Sharon Mays Jacks,
Supervisory Community Supervision Officer, Branch IV

The Traffic Alcohol Program (TAP) is a sanctions-based community supervision unit which provides specialized supervision services. TAP's functions include: intake, orientation, screening, drug testing, group and individual counseling, crisis intervention, referrals, and education. Specific group sessions are the Victim's Panel Group and Problem Solving Group.

Mothers Against Drunken Driving (MADD) is a national organization established in 1980 to support victims of drunk driving. The mission of MADD is to stop drunk driving, support the victims of these types of crime, and prevent underage drinking and driving.

The local MADD Chapter began facilitating TAP's Victims Impact Panel Group for all offenders ordered to community supervision probation in the District of Columbia---those convicted of alcohol related and non-alcohol related traffic offenses in the District of Columbia are sentenced to a probation term. The Victim's Impact Panel Groups' objectives are to:

- Enable offenders, perhaps for the first time, to consider the pain and suffering drunk driving can cause to other people;

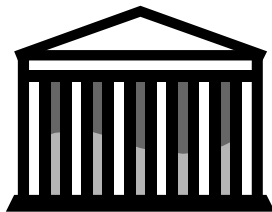
- Help offenders move beyond being "stuck" in focusing on their own "bad luck";
- Serve as a first step in breaking down denial of alcoholics or those addicted to other drugs
- Imprint images of real people in offenders' minds which may replay when drinking and driving is again an option; and
- Change behavior and save lives

The group is facilitated twice a month by Mrs. Coyboy, a member of MADD. Mrs. Coyboy moderates the group and invites victims and/or victims' family members/friends to provide personal testimony on the event and impact to the victim, family, friends and community. Mrs. Coyboy also educates the offenders on the impact, behavior changes and provides supportive counseling. She is a highly dedicated and committed individual who has provided invaluable education and insight to our offender population and staff, as well as to local victims of related crimes. Additionally, she has provided a great sense of compassion to the victim population.

For more information on the national organization, MADD, visit <http://www.MADD.org>.

Legislative Updates

by Robert J. Murphy, Jr.,
Media Specialist, Office of
Legislative, Intergovernmental
and Public Affairs



Hearing on D.C. Criminal Justice Activities

On May 11, the Subcommittee on the District of Columbia, and the Committee on Government Reform will hold an oversight hearing on the “Coordination of Criminal Justice Activities in the District of Columbia.” CSOSA’s Interim Director has been invited to testify along with other key criminal justice stakeholders in the District of Columbia.

Markup of DNA Sample Collection Bill

The DC Council will markup and vote on the “DNA Sample Collection Act on 2001,” Bill 14-63. This bill designates District of Columbia offenses for which persons convicted shall be subject to the mandatory sampling provisions of the federal DNA Analysis Backlog Elimination Act of 2000. The federal law mandates the collection of DNA samples by CSOSA from adults who are on supervised release, probation, and parole who are convicted of “qualifying offenses.” Congress had deferred to the District to determine which DC Code offenses would qualify for DNA sample collection and analysis.

D.C. Council Plans Briefing on Halfway Houses

As you know, the scarcity of halfway houses in the District of Columbia is a critical issue. On May 25, the Federal Bureau of Prisons will brief the DC City Council Members on its process of selecting halfway house sites in the District of Columbia. Interim Director Jasper Ormond has been invited to participate in the briefing to respond to any questions regarding CSOSA’s roles and responsibilities surrounding this issue.

Hispanic Caucus Staffers Tour CSOSA/PSA Drug Lab

On April 12, Staff Members of the Congressional Hispanic Caucus toured the Forensic Toxicology Drug Testing Laboratory and the Illegal Substance Collection Unit at 300 Indiana Avenue. Jerome Robinson, Director of the Laboratory provided an excellent overview of the Agency’s role in drug testing, described the functions of the state-of-the-art equipment, and explained processes used to analyze various types of illegal substances.

CSOSA Hosts Argentine Delegation

On April 17, Tom Williams and OLIPA staff met with a delegation of criminal justice experts from Argentina. Sponsored through the State Department, the group was part of a Non-Governmental Organization that advocates for prisoners. The discussion involved CSS’s efforts at reducing recidivism and the creation of CSOSA as a federal entity.



The Story Behind the Badge

By David LeVeck, Director of
Security, Office of Management
and Administration

The Court Services and Offender Supervision Agency was created in August 1997, and the design of the Agency badge, which incorporates the Agency seal, was completed in August 1999. The seal and badge un-

derwent several design changes; however, each part as listed below, was carefully created to represent the new Agency.

- ◇ Shape of the badge: Chosen because it is traditionally recognized as a design for a law enforcement officer.
- ◇ Colors on the Seal: Represent the national colors.
- ◇ U.S. Capitol Building: Depicts that the Agency is a part of the Federal Government.
- ◇ General George Washington’s coat of arms bounded

by an outline of the Washington D.C.: Represents that the mission of the Agency is to directly support the District of Columbia.

◇ A banner with the words, Community, Accountability, and Justice: The Agency’s motto, which reflects its mission to increase public safety, prevent crime, reduce recidivism and support the fair administration of justice in close collaboration with the community, as well as enhance decision making and provide effective community supervision, thereby ensuring public confidence in the judicial system.

- ◇ Laurel Branches: Symbolize honor and achievement

The badge is issued to Agency employees filling designated law enforcement positions, or who have recurring law enforcement related Agency business with government agencies or private organizations.

To date, the Office of Security has issued approximately 360 badges to authorized Agency employees.

“Coffee Break”

by Dana Robinson, Community Supervision Assistant, Branch I

Feeling stressed?
Take a “coffee break”
on this page.



Coping With Stress: One Breath at a Time

By Juantia Rodriguez, Supervisory Community Supervision Officer, Branch IV

Many of us talk about stress. We say we are stressed out. We seldom take the time to really think about how stress is affecting our lives. It is not just that there is a correlation between stress and major illnesses, such as hypertension, heart disease, irritable bowel syndrome and many more. It is also how we choose to respond to the stress that can make the difference. Did you know that just taking 10 or 20 minutes in the morning and in the evening to concentrate on your breathing can significantly reduce your stress level? If you do not have 10 or 20 minutes, then do it for five minutes. No gimmicks, no equipment. Just stopping and taking the time to give yourself a breath break. Go ahead and try it.

Stop what you are doing. Take your hands off the keyboard. Take a deep breath, expand your abdomen and chest as you inhale and blow air out of your mouth and bring in your abdomen as you exhale. Most of us are used to holding our abdomen in as we breathe in but once you get used to it, you will see the benefit. Do it slowly and do not concentrate on anything but your breathing. Do this twice a day. Do it before an important meeting. Do it when you are in a traffic jam or when you are angry at someone. Do it when you are feeling anxious. IT WORKS!

Sometimes our stress is a result of being unaware of our feelings of anger and frustration. Identifying these feelings is a first step. The Training and Career Development Center offers a course on Anger Management on 5-17-01 and 6-19-01 from 9:00 to 4:00 P.M.

DESIDERATA

By Max Ehrmann, 1927

Go placidly amid the noise and the haste, and remember what peace there may be in silence. As far as possible without surrender be on good terms with all persons. Speak your truth quietly and clearly; and listen to others, even to the dull and the ignorant, they too have their story. Avoid loud and aggressive persons, they are vexations to the spirit.

If you compare yourself with others, you may become vain or bitter; for always there will be greater and lesser persons than yourself. Enjoy your achievements as well as your plans. Keep interested in your own career, however humble; it is a real possession in the changing fortunes of time.

Exercise caution in your business affairs, for the world is full of trickery. But let not this blind you to what virtue there is; many persons strive for high ideals, and everywhere life is full of heroism. Be yourself. Especially do not feign affection. Neither be cynical about love; for in the face of all aridity and disenchantment it is as perennial as the grass. Take kindly the counsel of the years, gracefully surrendering the things of youth.

Nurture strength of spirit to shield you in sudden misfortune. But do not distress yourself with dark imaginings. Many fears are born of fatigue and loneliness. Beyond a wholesome discipline, be gentle with yourself. You are a child of the universe, no less than the trees and the stars; you have a right to be here. And whether or not it is clear to you, no doubt the universe is unfolding as it should.

Therefore, be at peace with God, whatever you conceive Him to be. And whatever your labors and aspirations in the noisy confusion of life, keep peace in your soul. With all its sham, drudgery and broken dreams; it is still a beautiful world. Be cheerful.

Strive to be happy.

APRIL GOVERNMENT SERVICE ANNIVERSARIES

<u>One Year (with CSOSA)</u>	<u>Five Years</u>
*Tresa Grosshans	Gail Dorsey
*Michael Richardson	Michelle Gaskins
*Rosibel Ventura	Marco A. Salazar
*Michelle Washington	
*Eric Wright	<u>Fifteen Years</u>
	Gladys Dorgett
<u>Ten Years</u>	Maurice Wilson
*Ana Cuilan	Valerie Yancey
*Diane Hardy	

Did you know?

By Kerri Tillet,
Assistant General Counsel,
Office of the General Counsel



Did you know that even the slightest advance, gesture, or suggestion of a sexual nature in the workforce can constitute sexual harassment? Sexual harassment is defined as unwelcome or unwanted advances, requests for sexual favors, and any other verbal or physical conduct of a sexual nature when

- ✓ Submitting to such conduct is made a term or condition of an individual's employment;
- ✓ Submitting to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- ✓ The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile working environment?

If you believe that you have been subjected to sexual harassment, you should immediately inform your supervisor. Managers and supervisors have a legal responsibility to maintain a work environment that is free from behavior that is coercive, intimidating or offensive. Under the law, when a manager or a supervisor becomes aware of employee behavior that may be perceived as sexual harassment, the manager or supervisor has an affirmative obligation to prevent and correct the problem immediately.

If you don't feel comfortable talking to your supervisor about such allegations, you can speak to any of the following persons: the General Counsel; the Associate Director, Office of Human Resources; the Director, Equal Employment Opportunity, Diversity and Special Programs; or the Director, Office of Professional Responsibility. All of these individuals are ready and able to provide you with the necessary support and resources to address the problem.

Some examples of sexual harassment include:

- ✓ Sexual language that is degrading or insulting, including jokes;
- ✓ Personal comments, either oral or written, that are explicitly sexual;
- ✓ Physical contact or threats of physical contact;
- ✓ The display of articles, cartoons, pictures, photographs, or books that are sexual in nature and offensive;
- ✓ Engaging in unwanted sexual teasing; or
- ✓ Subjecting another employee to sexual advances, unwelcome touching, pressure for dates.

The Agency's Sexual Harassment Policy Statement may be viewed on the CSOSA Web intranet under **Agency Info ► Directives ► Policies**. CSOSA has a zero-tolerance policy regarding sexual harassment and will take immediate steps to investigate any allegations of such behavior. Do not suffer in silence.



U.S. SAVINGS BOND CAMPAIGN \$\$

by David Orr, Associate Director
Office of Human Resources



CSOSA is proud to announce the start of the 2001 U.S. Savings Bonds Campaign. This campaign will continue until the end of June.

The payroll savings program is an effective way for you to save for your future. For those of you who are unfamiliar with the program, this campaign is your chance to learn about U. S. Savings Bonds. For those of you who already participate, you can take this opportunity to review your financial plans and adjust your allotments accordingly.

Savings Bonds are a convenient way to save for a major purchase, such as a house or college education, or set up an emergency fund. They pay interest that compares favorably with that of other forms of savings, and Savings Bonds provide tax advantages. They are exempt from all state and local taxes, for example. They are safe and backed by the full faith and credit of the United States.

Two types of Savings Bonds are available, the well-known Series EE Savings Bond and the inflation-indexed Series I Bond. The Series EE Bond is sold at half of face value and offers market-based rates. The Series I Bond is sold at face value and earns an adjustable interest rate that keeps your savings growing over and above inflation for up to 30 years. This new I Bond is a great way to offset the effects of inflation.

Savings Bonds can be conveniently purchased through payroll allotment. After an initial six-month holding period, Savings Bonds can be redeemed at most financial institutions.

Our CSOSA Intranet site will provide links to more information about Savings Bonds. Also, you can visit the U.S. Savings Bonds Internet site at www.savingsbonds.gov.

A Fresh Perspective

By Paula Dee Marshall,
Special Counsel, Office of the Director



General Supervision has recently added Erika Evans as one of the newest Community Supervision Officers on duty at the 1230 Taylor St., NW field unit. Although she is originally from Denver, Colorado, she moved to the area to attend Howard University. In 1998, she graduated from Howard University, earning her Bachelor's of Art, majoring in both Political Science and Criminal Justice. With this educational background and her love of writing, Ms. Evans was drawn to become a CSO. Ms. Evans started the CSO Academy on September 12, 2000, and thus, she is still a little "wet behind the ears." However, she confidently dives into her work everyday, hoping to make a difference. When I recently spoke with Ms. Evans, she acknowledged that her workload is intensive, but spoke about how it has taught her to prioritize when it seems that every task is critical.

In terms of the effect of "community supervision" on the offender, Ms. Evans believes that community based programs are great because they force the offender to interact with the community and these programs will benefit everyone in the long run. She thinks that because of the small size of the District of Columbia, community supervision has a good chance to succeed.

As a new CSO she has transitioned from having a "social-worker" attitude to separating herself personally from her caseload. She said it was initially difficult because some clients were very responsive to her empathy, but she quickly learned that some wanted to take advantage of her helpful, personable attitude. Ms. Evans has had clients with drug abuse problems receive treatment and then go on to do very well. Some have done so well she recommended early termination of supervision. She tries to emphasize to all of her clients that "set backs are a part of life and you just have to deal with them and take advantage of the opportunities that present themselves."

Although she enjoys her job and believes that community supervision makes a difference, her long-term goals include becoming a lawyer and a judge. Whatever she does in the future, writing is sure to be a major part of it, that being her primary hobby. She has also used her writing talents as a freelance writer for an architectural digest magazine. In the future, she would like to write children's books and other types of fiction. In addition to writing, she spends her extra time with her three-year old son, Jahlil and her boyfriend who is a photographer. As Ms. Evans sat surrounded by beautiful, bold black and white photos and a lot of case files, I left our meeting feeling motivated and enriched to have met someone who so enhances the Agency and seems to grasp the very purpose of our mission!

OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY (EEO), DIVERSITY AND SPECIAL PROGRAMS

By Cherie King, EEO Specialist, Office of the Director

The members of the Special Observances Committee are making an appeal to our fellow colleagues and co-workers. We need your support in making our programs successful. We know that everyone is busy with a tremendous amount of work and it is important to perform our daily duties and responsibilities. We are here to serve you and to make your working environment and atmosphere enjoyable too!!! Most of our events are scheduled during the lunch hour which affords you the opportunity to participate even just for a few minutes out of your daily routine. If your unit is unable to attend, please send a representative.

We need to hear from you. Contact Cherie King, EEO Specialist, 633 Indiana Avenue, N.W., Room 884, 220-5397 or via email cherie.king@csosa.gov with your ideas and suggestions on how the Committee can better meet your needs and encourage you to enjoy a little celebration of diversity, culture, and education from time to time.

Look for our upcoming activities on CSOSA's website and in the CSOSA Newslink. Our next celebration will be in May in recognition of Asian/Pacific Islander Month. We look forward to seeing you there!!!



(From left to right: Ms. Chisley, Secretary to CSS' Associate Director Thomas Williams; Ms. Rice, Secretary to CSS' Deputy Associate Director Elias Kibler; and

Dr. Hasson, Management Analyst, Office of the CSS Associate Director) Photo by ISCU Branch Chief Michael Gunn

SECRETARY'S DAY CELEBRATION!

By Marguerite Chisley, Secretary to CSS Assoc. Director

Dr. Willie Hasson serves on the Special Observances Committee which sponsored the Agency-wide Secretary's Day Celebration, held April 26, 2001, in honor of National Secretary's Week. The guest speaker was Mrs. Ornetta Lockette Campbell, Executive Assistant to the Honorable Gerald Bruce Lee, (U. S. District Court, Eastern District of VA). CSOSA was well represented by its talented staff. Other panelists for this celebration of recognition and commitment, along with Ms. Marguerite Chisley and Ms. Levon Rice, were Ms. Valerie Bland, Ms. Joyce Bynum, Ms. Victoria Person and Ms. Geneva Queen. Dr. Hasson served as the Master of Ceremonies.



CONGRATULATIONS

To the newest Community Supervision Officers on their successful completion of The Basic Skills for CSOs course! Welcome and Good Luck!

Damila Adams	Mia Mimms
Andrea Alexander	Angela Oliver
Chanea Cary	Knikkia Pitts
Michelle Dunwoody	Willie Sanders, Jr.
Danielle Epps	Michael Scoloveno
Carol Fleming	Chris Smith
Marcia Freeman	Phil Simpson
Emesha James	Rasheed Tahir
Saher Khan	Tosha Trotter
Peggy Kirk	

Why Must Contracts Be Competed?

By Kathleen Ferte', Director, Office of Procurement

When one's home needs painting, many of us choose to have a contractor perform the job. The best way of determining that you will be charged a reasonable price is to obtain quotes. By requesting quotes from various painting contractors, you will have an opportunity to compare proposed prices, whether ceilings, stairways, interior of closets, etc. are included, how soon the contractor can start and finish, what quality/brand paint will be used, and other specifics that may matter in determining how you will select the winning contractor. Well, the Federal Government is no different.

Federal law (Title 20 United States Code [U.S.C.] 2304 and Title 41 U.S.C. 253) mandates that agencies promote "full and open competition" when awarding Government contracts. The term "full and open competition" means that all responsible sources are permitted to compete. Such competition typically results in lower costs, increased quality, and improved performance. Federal employees have been entrusted with spending the public's money wisely. By using full and open competition in the award of contracts for the Agency's requirements, we are not only complying with the law, we are also ensuring that we will receive the most "bang for the buck." The results contribute to the achievements of CSOSA.

FOCUS ON SUBSTANCE ABUSE AND MENTAL HEALTH EXPECTED TO REDUCE RECIDIVISM

Mohammad A. Chaudhari
Coordinator, Special Projects Unit

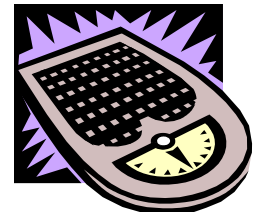
Based on the data gathered by the Special Projects Unit we have learned that probably two-thirds of the individuals who are rearrested on new offenses have a drug problem. Reducing recidivism and drug use seem to be the most obvious, and might be the most realistic, strategy for probation and parole agencies that aim to serve their communities' interest in public safety.

The Court Services and Offender Supervision Agency has taken several steps to achieve greater crime control over probationers and parolees. Targeting drug offenders by increasing the frequency of drug tests and several other strategies to reduce recidivism are already operational at the agency. Probation and parole staff use a variety of risk and needs classification instruments to identify offenders needing more intensive supervision or services. Mental health units are providing effective community supervision to the mentally impaired by monitoring therapeutic compliance and enforcing strict supervision standards. More importantly, the STAR/HIDTA Team uses a sanction-based case management strategy designed to provide intensive supervision and treatment interventions in partnership with staff from the Central Intervention Team (CIT).

We should applaud our individual and aggregate efforts and encourage their continuation. These programs are bound to have a tremendous impact on probationer/parole recidivism.

"Weight Watchers At Work"

By Rhonda P. Lewis, Employee Development Specialist, Training and Career Development Center



Spring is here and summer is fast approaching. What better way to revive and prepare yourself for a fun-filled summer by shedding away those unwanted pounds! So let's spring into action with the new you! Wouldn't you like to be motivated, inspired, receive helpful tips for everyday eating habits...? Well, you can by participating in CSOSA's Weight Watchers At Work Program.

The At Work Program is a service that "Weight Watchers" provides to businesses throughout the Washington DC Metropolitan Area. It is a 12-week non-refundable program which costs \$150.00 per person. Meetings will take place on Mondays starting May 7th from 1:00 - 2:00 p.m. During the meeting 15 minutes will be spent doing confidential weigh-ins and 30 minutes for a presentation. The purpose of the meeting is to provide motivation, inspiration, support, clarification of the program, and tips for everyday eating habits. **Please send an e-mail to Rhonda Lewis if you are interested. The program will begin on Monday, May 7, 2001.**



Stepping Out to Walk!

On May 4-6, 2001, *Tresa J. Grosshans*, Manager, Drug-Free Workplace Program participated in the Avon 3-day, 60 mile, Breast Cancer Walk.

The walk began in Frederick, Maryland and ended on the steps of the U.S. Capitol Building. Every year, it is the biggest breast cancer event in the Washington, D.C. area. More information on the annual walk and related programs can be found on the website <http://www.breastcancer3day.org>.

Let's Spell It Out

(clarifications for the new and/or confused employee!)

by *Marguerite Chisley*, Administrative Assistant, Office of the Associate Director, CSS

#1 – In order to limit our spelling errors, all staff should note that the correct spelling of the *U. S. Marshals Service* is with one “l” not two.

#2 – When writing Pretrial Services Agency, Pretrial is one word. When referring to the status of an offender “pre-trial” is written with a hyphen.

#3 – CSS spells “re-offend” with hyphen.

#4 – Supervision Teams under CSS are divided into PSAs, short for Patrol Service Areas, which have been established in conjunction with the Metropolitan Police Department precincts.

Stay tuned... Next month we'll read about -

CSOSA's Love Story

“The MERGER”



(left to right) *Bonnie E. Andrews*, *Thomas H. Williams*, *Cedric Hendricks*, *Christine D. Keels* and *Joyce N. Thomas* at the National Crime Victims' Rights Program, sponsored by Court Services and Offender Supervision Agency.

National Crime Victims' Rights Week

By *Bonnie Andrews*, Program Manager, Community Supervision Services

In recognition of National Crime Victims' Rights Week, the Court Services and Offender Supervision Agency launched its Victim Services Program on April 26th, 2001, at the Charles Sumner School, National Museum and Archives.

At the event, CSOSA presented its Victim Services Program and featured an innovative partnership with Verizon Wireless. *Joyce N. Thomas*, President of the Center for Child Protection and Family Support, was the keynote speaker. Ms. Thomas challenged our Agency to develop comprehensive services for victims and their families. For more information on CSOSA's Victim Services Program (VSP) contact *Bonnie E. Andrews* (202-585-7360, e-mail address Bonnie.Andrews@csosa.gov).

“In this age, which believes that there is a short cut to everything, the greatest lesson to be learned is that the most difficult way is, in the long run, the easiest.”

**Henry Miller*

Birth Announcements – CONGRATULATIONS!!!

Sherry Harrison, from the Office of Human Resources, gave birth to a baby girl, *Simone Tiara*, on April 21, 2001, at 7:20 a.m. *Simone* weighed 5 pounds, 13.5 ounces and is 19.5 inches long.

Branch IIB, Team #31 (AFU) welcomes **Ms. Nicole (Boykin) Smith** back to work as of April 9, 2001. **Nicole and Vernon Smith** are the proud new parents of *Sade Nicole Smith*, born January 25, 2001 weighing 7lbs, 15oz.

Congratulations to **Aida Hasaballa**, CSS Program Analyst, on the birth of her daughter. *Sofie Hasaballa* was born on April 25th. She was 6lbs. and 13oz.

We wish all of the mothers and fathers a lot of patience and sleep.



Innovative Management

By Cheryl Merrifield, Supervisory Community Supervision Officer, Interstate Compact and Detainers Branch

Two recently promoted new supervisors commenced their new assignments on April 16, 2001 with the Interstate Compact and Detainers Branch. Branch Chief, Catherine Terry-Crusor welcomed Richard Lamb and Handy Eugene Gloster.

Richard Lamb, formerly assigned to Diagnostic Team #12 as a CSO, started his career with Superior Court Probation in 1990. Prior to 1990, Richard had worked for the DC Department of Corrections since 1979 as a Correctional Officer and as a Correctional Treatment Specialist. Richard has a Bachelor's Degree in Criminology from Indiana University in Pennsylvania and a Master's Degree in Criminology from the University of Maryland. Richard looks forward to the challenges of his new assignment.

Handy Eugene Gloster was previously assigned to SCSO Paula Redding's team, IC&DB, as a CSO for the past 15 months. Handy started his career as a Probation Officer with Superior Court in 1986 where he worked in Juvenile Diagnostic, Juvenile Interstate and the Urban Serv-

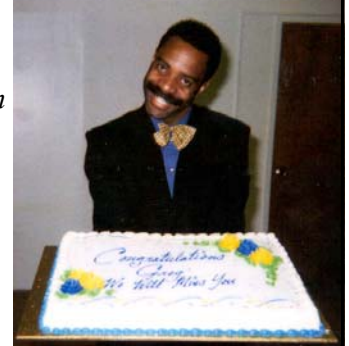
ices Program.

Handy, a native Washingtonian, graduated from Bowie State University with a Bachelor's Degree in Social Work. Handy spends his free time working with the Boys and Girls Club of both Clinton and South Bowie where he coaches basketball, baseball and football.

Handy prefers to be called Eugene, although he is proud of being the fourth Handy Gloster. Eugene stated his namesake was named Landy Walker but changed it to Handy Gloster when he became a free man in the late 1800's.

The Interstate Family would also like to wish the best to SCSO Gregory Harrison, CSO Lastelle Minor-Creighton and CSO Chandra Green in their new assignments.

(right) Gregory Harrison



"I've met a few people who had to change their jobs in order to change their lives, but I've met many more people who merely had to change their motive to service in order to change their lives."

**Peace Pilgrim {1908-1981 American Peace Activist}*

DESIGNING WITH A VISION. . . OFFICE OF FACILITIES UPDATE

By Wikita E. Hoffman, Acting Director,
Facilities Management Division

Currently the Facilities Management Division is in the planning phase of three primary renovation projects: one is the alteration of 808-17th Street, NW – Ste. 820, which was previously the Board of Parole's space. This space is being re-planned to accommodate the needs of 18-20 persons who will relocate from 633 Indiana Avenue in an effort to accommodate space needs. The second project involves multiple sites in CSS. It is a phased project, where minor alterations and some redesigns of offices in select field sites will occur: 300 Indiana Avenue (Municipal Building); 401 NY Ave.; 1418 Good Hope Road; and 1707 Kalorama Avenue. With the redesign of select spaces at these sites comes the upgrade to a more efficient open plan system. This then allows the user to have access to shared natural lighting and provides for better utilization of space. The systems panel design feature used in an open planned design provides privacy through the acoustic values of the panels. It is also more cost and time effective than the

construction cost and a hard wall office. Facilities uses design standards which are developed in-house through collaborative research and review of the end user's needs. We hear the requests of some end users through our Helpdesk tracking system, and through the Facilities Technicians and Engineers' interactions in the field. Other upcoming projects will be the phased redesign of spaces within Building B – 409 E Street, NW; the renovation of a new field unit in the near northeast sector of Washington, DC, and a proposed Learning Laboratory in the southeast sector of Washington, DC.

Our planning efforts in all of our renovations involve close coordination with the end user, and other interagency groups such as the General Services Administration and the District of Columbia Regulatory Affairs office. The development of Facilities' design vision for the Agency is evolving through our standards, which are set as we recreate through space planning on every renovation. It simply gets better with time and efficient planning.

Your work environment should inspire you to excel!

CSOSA IT Infrastructure

By Chris Emery, Infrastructure Manager, Information Technology

The Infrastructure component of CSOSA's Information Technology Department involves a team of professionals responsible for the operation, maintenance and performance of the Wide Area Network and management of Network Services. This includes management of the software and physical hardware used to interconnect computers and users throughout CSOSA's Main Campus and remote Field Units.

CSOSA's Infrastructure encompasses the transmission media, i.e. communications circuits, antennas, as well as the routers and switches that control the transmission paths. Infrastructure also includes the file servers and software used to send, receive, secure and manage data.

The Infrastructure Team manages the selection, deployment, and support of all components of the infrastructure including the evaluation of current systems; developing strategies for software and hardware engineering; and managing the transition from legacy systems to state-of-the-art solutions.

The Infrastructure Team is utilized on occasion to perform tier-2 support services. This support function includes field operations support, network operations, the help desk, and workstation applications support.

For the past few months we have completed a number of major tasks that have drastically improved our network infrastructure.



Suzanne Voigt, Senior Network Engineer and Brian Lisle, Senior LAN Administrator

- On March 6, 2001, we implemented a state-of-the-art High Speed Wireless connection. This significantly increased our bandwidth between 633, 500 & 300 Indiana Avenues.

- On February 12, 2001, we completed a project that upgraded and enhanced our E-mail system.

- During February 2001, we completed an in-depth network security audit and are in the process of implementing recommendations from that audit.

- We're presently working to complete a robust state-of-the-art backup architecture that will ensure safe and dependable file backups.

- We are also working to finalize a Frame Relay architecture that will benefit all CSOSA employees and get us into the position for a future ATM (Asynchronous Transfer Mode) that will allow us to take full advantage of enhanced data and voice communications.

- We continue to develop a telecommuting solution for CSOSA employees.

- Upgrading PCs and Servers throughout the CSOSA Enterprise has also been a continuous process.

DID YOU KNOW... by Paul Girardo,, Acting Director, Office of Financial Management About the History of CSOSA's Appropriate Funding???

CSOSA APPROPRIATED FUND-

<u>Component:</u>	FY 1998 Enacted¹		FY 2001 En-acted²		Increase (FY98-FY01)	
	<u>Positions</u>	<u>(\$000)</u>	<u>Positions</u>	<u>(\$000)</u>	<u>Positions</u>	<u>(\$000)</u>
Community Supervision Program	384	\$ 25,155	648	\$ 67,372	264	\$ 42,217
Pretrial Services Agency	114	6,345	292	26,170	178	\$ 19,825
Public Defender Service	142	9,000	202	18,736	60	\$ 9,736
TOTAL	640	\$ 40,500	1,142	\$ 112,278	502	\$ 71,778

¹ Net of Transfers

² Net of Rescission

Updates from the Training and Career Development Center

By Pereuna Johnson, Director, Training and Career Development Center

Please make the following changes on your April-June Quarterly Course Offering list

- **“Outlook 98 : Contacts and Journal”** scheduled for April 19, 2001 should have been listed as **“Outlook 98: Calendar and Tasks”**
- **“Introduction to Power Point 101- Part 2”** has a prerequisite, participants must have completed **“Introduction to Power Point 101, Part 1”** prior to taking this class
- **“A Proactive Approach to Supervising Latinos in the Community”** has been scheduled for May 21-23, 2001
Target Audience: Community Supervision Officers

Managing Seamless Systems: Supervision in the Substance Abuse & Treatment Branch

*by Trudy A. Mitchell-Gilkey, Treatment Specialist,
Substance Abuse and Treatment Branch*

The Substance Abuse and Treatment Branch (SATB) is particularly proud of the managerial skills and resource workmanship of its six supervisors: Verna Young (CIT Supervisor), Rochie McQueen (Mental Health Supervisor), Rosalind Leggett (Mental Health and Sex Offender Supervisor), Paul Brennan (Sex Offender Supervisor), Deandro Baker (SAINT/ HIDTA Supervisor), and Bob Manuel (STAR/HIDTA). The functions of these supervisors and treatment staff are critical to the Agency's mission to assist offenders in becoming drug-free, employed and receiving family support. The SATB supervisors are commended for their tireless work with supervision and treatment staff to fulfill important policies that drive the course of the Agency's mission. They have been diligent in accepting arduous assignments sometimes with short notice and even shorter turn-around time. Their professionalism and expertise in their specialized areas enable them to draft important treatment initiatives and to implement them in a timely manner. They are not only appreciated by CSOSA but many of them have been recognized by our criminal justice partnerships – public and private.

In April of 2001, Verna Young was inducted into the prestigious Who's Who of Professional Managers. In September 2000, Deandro Baker was awarded the Special Achievement Award for a Special Act in recognition of meritorious contributions to CSOSA. In May 2000, Paul Brennan was awarded a certificate of appreciation for meritorious service to the citizens of Washington, DC by the US Attorney's Office for the District of Columbia.

A hearty “thank you” is on tap to these supervisors whose managerial efforts have become the impermeable thread to the seamless systems of substance abuse, mental health, and sex offender treatment. Great job!

Branch II-A Update

*By Dorian Sanders, Supervisory Community
Supervision Officer, General Supervision*



An initial contact meeting with the community was held at the 1st District on April 18, 2001 regarding PSA 103 to discuss CSOSA community partnerships (city agencies, social service providers and key stakeholders). The initial contact meeting for PSA 106 was held on April 12, 2001. A mass orientation is being scheduled for May, 2001.

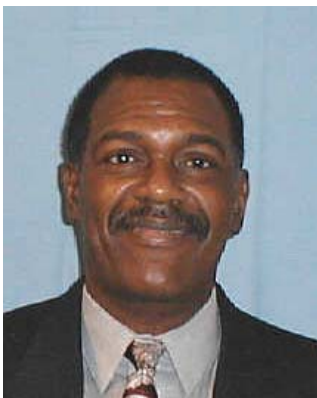
An initial training session with the MPD at the Blue Plains Training Center was held on April 13, 2001 for PSA 313. A case presentation is being scheduled at this time.

On April 13, 2001, a case presentation and mass orientation was held at the 4th District for PSA 402. The offenders who were present were informed in more detail of the community justice partnership with MPD. They were also informed of the accountability tours that will be scheduled in the near future.

On March 29, 2001, SCSO Edward Savvoir attended a meeting at the 3rd District. Commander Mark Beach, Captain Barry Maklin and CSOSA Community Relations Specialists Gregg Thomas and James Berry were present. The meeting focused on the 3rd District's role in the Criminal Justice Partnership. Accountability tours will be coordinated with the respective station captions in PSAs 301 to 314. CSO's will receive additional safety instructions from their assigned MPD officers with respect to the operation of police radios in case of emergencies. PSA 311 has been designated as the pilot program in the 3rd District. During the next thirty days, accountability tours will be made for all offenders under community supervision in the 3rd District. A primary and secondary MPD officer will be designated to attend bi-monthly Partnership meetings for PSA 301, 303, 311 & 312. Captains Smith and Malkin will assist CSO's in their attendance of the monthly internal police PSA team meetings.

Parting comments from Michael Green

By Linette Lander



should be reflected in all work-products, including offender counseling, report writing, and verbal communications with the court or USPC.”

He added that “the criminal justice system we have in place is due to the fact that we have not yet found a solution to crime and the disease of addiction.” He encourages individuals who work daily in the system who identify systemic flaws and solutions to make these known, and not become

complacent.

As a new Agency, CSOSA has been fortunate to benefit from the expertise of staff employed by its predecessor criminal justice agencies in the District of Columbia. On April 3, 2001, CSOSA lost another of those valued employees, Michael Green, to retirement.

Mr. Green began his career in criminal justice as a Correctional Officer with the D.C. Department of Corrections (DCDC) in 1972. For seven years, he served as a DCDC Correctional Treatment Specialist. For 19 years, he worked for the D.C. Board of Parole, moving through the ranks as a Parole Officer, Supervisory Parole Officer, Parole Analyst, Director of Parole Determinations, Member of the Board of Parole, and finally as Operations Director. From August 2000 until his retirement, Mr. Green was on detail as a Hearing Examiner for the USPC.

Because we thought that Mr. Green’s invaluable perspectives on community corrections should not be lost upon his retirement, *CSOSA Newslink* asked for his reflections on a laudable and wide-ranging public service career.

In Mr. Green’s experience, when offenders have a successful outcome under community supervision, it is most often due to the offender’s (1) maturity and outlook on life; (2) development of self-discipline and the ability to deprive oneself of things that are unaffordable, or detrimental to rehabilitation; (3) pride and self-confidence and development of a positive self image; and (4) development of “family values,” through the formation or reconstruction of responsible, supportive relationships.

Mr. Green believes that “to be successful as a CSO, one must be dedicated and believe in the work one does. The job of the CSO is difficult and high-stress. If the CSO does not believe in the potential rehabilitative effects of community supervision, the CSO’s efforts will reflect that, and the offenders under the CSO’s supervision may conclude that the CSO does not believe in them. Fundamentally, CSOs must present themselves as professional, fair and honest, and show some caring toward the individuals they supervise, as fellow human beings no different from ourselves or our family members. Failure to do that means a CSO is not performing the job properly. CSOs should have pride in their work, and this

* “People are just about as happy as *
* they make up their minds to be.” *
* *
* *
* *

** Abraham Lincoln*

<p>Office of Professional Responsibility</p> <hr/> <p>DID YOU KNOW???</p> <p>Employees are required to cooperate fully with an investigation of employee misconduct. Such cooperation shall include, but is not limited to, providing any and all pertinent information relating to the charges and responding truthfully to questions.</p> <p>COMPLAINT PROGRAM</p> <p><i>By James Smith, Director</i> <i>Office of Professional Responsibility</i></p> <p>The Office of Professional Responsibility (OPR), in cooperation with the Office of Information Technology (OIT), will be making it easier for employees to file complaints. The OPR has developed a standardized complaint form that will be installed on the Intranet during the month of May; however, employees who want to remain anonymous should continue to utilize the letter format for filing complaints. The OPR conducts administrative investigations on misconduct issues. The OPR is also responsible for preventing and detecting fraud, waste and abuse in Agency programs.</p> <p>The OPR will be training managers and supervisors during the month of May. This class will discuss how to utilize the OPR in resolving allegations of employee misconduct. This course is a necessity for managers and supervisors since the services of OPR are often requested in helping resolve allegations of employee misconduct.</p>
--

This month, thanks to the collaborative efforts of Branch I Community Supervision Officers Reyna Cartagena and Alex Duran with the Bi-lingual Task Force, the following article appears in both English and Spanish!

Bilingual Task Force: A Foundation for the Future

*By Reyna Cartagena,
Community Supervision Officer, Branch I*

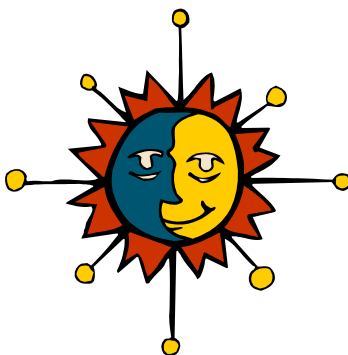
With encouragement and support from the Associate Director of Community Supervision Services, Mr. Thomas H. Williams, the Bilingual Task Force formed in August 2000. The task force, comprised of over twenty CSS staff members, first identified the non-English speaking offender population and found 15 distinct language groups. Next, we developed a series of goals to better serve the needs of these diverse groups and of our bilingual staff.

In October 2000, the Task Force presented a Hispanic Cultural Celebration for the staff of Community Supervision Services, which took place during the same month that former President William Jefferson Clinton mandated an increase in the number of federal Hispanic employees in all Federal Agencies. The Bilingual Task Force Report, distributed to all staff in October 2000, outlined a number of goals for CSS. The first goal is to increase bilingual staff through networking, media announcements, college career fairs, and bilingual interns/summer workers. The second goal emphasizes cultural context training (to include cultural awareness/education), teaching functional non-English language skills to staff members, and encouraging attendance at conferences that relate to diverse offender populations. Next, we committed ourselves to assisting the Associate Director with directives that serve the non-English speaking offender, such as devising an effective system for counting ethnicity in monthly case statistics and developing a survey to adequately capture bilingual staff and offender needs/concerns. Our fourth goal is to form partnerships with community agencies that serve these populations and the final goal is to research other criminal justice agencies to review bilingual staff incentive awards/compensation plans.

In just eight short months, the Bilingual Task Force has dedicated itself to addressing each of these goals. We have embarked on a partnership with CSOSA's Office of Human Resources to develop recruitment strategies and we have represented the agency in various Career Fairs at local colleges and universities. We are also developing training curricula with the John A. Carver Staff Development and Career Training Center. (The first class, A Pro-Active Approach to Supervising Latinos in the Community, is scheduled for May 21-22, 2001.) Additionally, we are working

on a statistical chart that adequately identifies the non-English speaking offender populations, a survey to help determine if we are meeting the needs of these populations, and an audit of CSS's effectiveness in meeting these needs. Lastly, we are continuing to establish contacts in the community that support our goals and have actively gathered information about incentive/compensation plans adopted by other criminal justice agencies.

The Bilingual Task Force has been recognized for its mission and dedication. We received a letter of commendation from Mr. Thomas H. Williams and had the privilege of addressing representatives from the Congressional Hispanic Caucus, at the request of CSOSA's Interim Director, Mr. Jasper Ormond.



In our continued commitment to addressing the needs of our diverse offender populations, we are working to place CSOSA in the forefront of the Criminal Justice System. The Bilingual Task Force meets monthly and is chaired by Ms. Christine Keels, Executive Assistant to Mr. Thomas H. Williams.

Fuerza Operante Bilingüe: Una Fundación Para el Futuro

*Por Reyna Cartagena, CSO, Branch I
Traducido Por Alex Duran, CSO, Branch I*

Con el incentivo y soporte del Asociado Director de los Servicios de Supervisión Comunitaria (CSS), el Sr. Thomas H. Williams, la Fuerza Operante Bilingüe se formó en Agosto del año 2000. La Fuerza Operante Bilingüe consta de sobre veinte miembros empleados dentro del C.S.S. Al identificar la población de ofensores cuyo idioma no era Inglés, encontramos grupos con 15 distintos idiomas. Después desarrollamos una serie de metas para mejor servir las necesidades de estos grupos diversos y de nuestro personal bilingüe.

En Octubre del 2000, la Fuerza Operante Bilingüe presentó una Celebración Cultural de la Hispanidad al personal de los Servicios de Supervisión Comunitaria (CSS), esto ocurrió durante el mismo mes en cual el ex-Presidente William Clinton ordenó un aumento en el número de empleados Hispanos dentro todas las agencias federales. El Reporte de la Fuerza Operante Bilingüe, cual fue distribuido a todo personal en Octubre del 2000, describió una

***Continued on the page 14!serie de metas para el C. S.S. La primera meta es de aumentar el personal bilingüe a

(CONTINUED from page 13) Fuerza Operante Bilingüe: Una Fundación Para el Futuro

Por Reyna Cartagena, CSO, Branch I
Traducido Por Alex Duran, CSO, Branch I

través de una interconexión, anuncios en medios publicitarios, exposiciones universitarias de profesiones, e internos/empleados del verano bilingüe. La segunda meta enfatiza entrenamiento de contexto cultural (incluyendo conocimiento/ educación cultural), enseñanza al personal de palabras funcionales en otros idiomas, y promover asistencia a conferencias relacionadas a nuestra diversa población de ofensores. Después nos comprometimos en ayudar al Asociado Director con directivos que sirven la población que no habla Inglés, como idear un sistema efectivo para contar la etnicidad en las estadísticas mensuales y desarrollar una encuesta que adecuadamente capta las necesidades/intereses de los ofensores y personal bilingüe. Nuestra cuarta meta es de formar una asociación con agencias comunitarias que sirven nuestros ofensores. Y la última meta es de analizar los planes e incentivos que otras agencias de justicia criminal utilizan para recompensar/premiar su personal bilingüe.

En solo ocho cortos meses, la Fuerza Operante Bilingüe se ha dedicado a enfrentar cada de las metas mencionadas. Hemos embarcado en una asociación con la Oficina de Recursos Humanos del CSOSA para desarrollar estrategias de reclutamiento, y hemos representado la agencia en varias exposiciones de profesiones en universidades locales. También estamos desarrollando planes de entrenamiento a través del Centro de Entrenamiento Profesional y Desarrollo de Personal nombrado en honor de John A. Carver. La primera clase, "Un Método Pro-Activo Para Supervisar Latinos en la Comunidad" está programado para Mayo 21-22 del año 2001. Adicionalmente, estamos trabajando para hacer un cuadro que adecuadamente identifica las poblaciones que no hablan Inglés, una encuesta para ayudar en determinar si cumplimos con las necesidades de esas poblaciones, y una auditoría de la eficacia del C.S.S. en cumplir con esas necesidades. Finalmente, continuaremos en establecer relaciones dentro de la comunidad que apoyan nuestras metas y también activamente reunir información acerca de planes de incentivos y recompensas adoptadas por otras agencias de justicia criminal para su personal bilingüe.

La Fuerza Operante Bilingüe ha sido reconocida por su misión y dedicación. Hemos recibido una carta de elogio del Sr. Thomas H. Williams y por la solicitud del Interino Director de CSOSA, el Sr. Jasper Ormond, también tuvimos el privilegio de dirigir la palabra a representantes del Comité Congresional Hispano.

En nuestro perpetuo compromiso de enfrentar y resolver las necesidades de nuestras diversas poblaciones, estamos trabajando para poner a CSOSA en el primer lugar

del Sistema de Justicia Criminal. La Fuerza Operante Bilingüe se reúne mensual y es dirigida por la Sra. Christine Keels, la Ejecutiva Asistente del Sr. Thomas H. Williams.

ASIAN AND PACIFIC ISLAND AMERICAN MONTH

By Uyen Pham, Program Analyst,
Community Justice Programs



An unofficial count led by prominent Asian-American leaders resulted in 61 countries being included within the category of Asian countries. Many people think of Asian countries as being only China, Japan, and Korea. Using China as a reference point, countries as far north as Mongolia and bordering on Russia, as far east as Pakistan and India, as far west as Guam and Marshall Islands, and as far south as Indonesia and Singapore are considered Asia. Other Asian countries include Malaysia, Vietnam, Thailand, Sri Lanka, Cambodia, Burma, and Papua New Guinea to name a few.

Look out for this month's speakers: Kana Enomot a public health analyst in the Department of Health and Human Services who specializes in Asian-American mental health and substance abuse policies, Sandy Dang of Vietnamese Youth Education Association who coordinates first generation Vietnamese-American high school students with mentors, and Manu Singh of Baltimore County.



SPRING INTO THE CSS SPIRIT WITH A MID-DAY LUNCHEON

By Michael Gunn, Branch Chief,
Illegal Substance Collection Unit
Branch

All CSOSA Staff are cordially invited to attend a mid-day spring luncheon sponsored by Community Services Supervision on Thursday, May 17, 2001, from 12 noon to 3:00 p.m. at 3850 South Capitol Street, S.E. For a fee of \$10.50, you will receive a lunch that includes a delicious meal of hickory smoked BBQ ribs, wood roast chicken, smoldering hotdogs, three sides of homemade vegetables, homemade corn bread, veggie meals, beverages and desert. Activities and games will be hosted inside and outside the facility.

Come join us for lunch, games and souvenirs. For more information, please contact Valerie Collins at 585-7334. Tickets are available now!



**The Secret to Our
Success: Our Future!
CONGRATULATIONS
to the following
CSOSA employee's
children for making their
school's "Honor Roll."**

**See the CSOSA Web for a list that includes schools and employees' compo-*

“The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather in a lack of will.”

**Vince Lombardi*

- ◇ **Thanks to all of the staff who submitted updates and other articles of interest!**
- ◇ **Special thanks to the following people for editing, proofreading, interviewing, and photographing people and events:**

Mary Anderson (IT, intranet publication), Marguerite Chisley, Sarah Ellis, Michael Gunn, LeeAnn Flynn Hall, Cedric Hendricks, Joyce McGinnis, Uyen Pham, Gail Francois, and Lisa Terry

Thank you all! See you next month,
Paula Dee Marshall, Editor
Special Counsel, Office of the Director

Student's Name

Alex A. Duran, Jr.
Candice Donahue
Jerry R. Clinton, Jr.
Brittany A.C. Jackson
Lauren Hooper
Julia Crusor
Nikki Hendricks
Marcus Hendricks
Achanti Perine
Cherelle Dickens
Janae Dickens
Anthony D. Carrell, II
Matthew Orr
Katie Orr
Tiffany Solomon
Melanie Cook
Kierra Greene
Amanda Lucas
Maria D. Lawson
Jahmal R. Colaire
DeDani L. Estrill
DeLani L. Estrill
Malecia Bynum
Jerrel Gloster
Tajah Gloster
Jaquana Smith
Danyell Janay Ball
Endia Hardy
James C. Hunter, III
Ekene Ifedi
Jaleel Alston
Dequan Farmer
Tavon Blackmon
Shakema Glover
Samuel Sewell
Samisha Sewell
Jasmyn M. Jones
Joseph Aaron Piper
Brittany M. Edwards
Jenese Baucom-Johnson
Portia L. Edelin
Cereese Beckwith
Jamaal Barnes
Erica M. Boyd
Ta'Lor Alexandria Wallace
Tiffany Selete Kirkland
Nicole J. Hunt
Robert Steinberg
Michael Smith
Lakia Allen

Parent's Name

Alex A. Duran, Sr.
Ava Donahue
Avis L. Clinton
Brenda Murchison
Bridget Manson
Catherine Terry-Crusor
Cedric Hendricks
Cedric Hendricks
Chandra Green
Cheryl Hatcher
Cheryl Hatcher
Connie R. Carrell
David Orr
David Orr
Deana Mastin
Deborah Pinchback-Cook
Della Burrus
Denise Thomas
Edna Lawson
Elizabeth Estrill
Elizabeth Estrill
Elizabeth Estrill
Felicia Bynum
Handy Gloster
Handy Gloster
James Smith
Jerrilyn Ball
Jerry Hardy
JoAnne R. Hunter
John-Patrick Ifedi
Joseph Chance Alston
Karen E. Farmer
Karmilla Blackmon
Kathy Glover
Kisha Sewell
Kisha Sewell
Maurice C. Jones
Melody Piper
Michael Edwards
Patricia Baucom
Paul Edelin
Richard Beckwith
Sharon M. Durbin
Sheila M. Boyd
Sheryl V. Wallace
Shirley Simons
Sondra Hunt
Steve Steinberg
Voni Ross
Yolanda Kent