

Texas Governor Appoints Four to TJJD Board

On March 1, 2019, Governor Greg Abbott appointed Mona Lisa Chambers and Melissa Martin and reappointed Scott Matthew and Vincent Morales, Jr. to the Texas Juvenile Justice Board for terms set to expire on February 1, 2025. The board is charged with developing and implementing rules to govern the department, executive director, and staff and to establish the mission and set goals for the department to emphasize keeping youth in home communities while balancing rehabilitative needs with public safety.



Gov. Abbott

See TJJD on Page 4

Brown Speaks at RSVP Volunteer Recognition

On March 28, 2019, MBA President/CEO Dr. Mel Brown spoke at the RSVP of Southeast Texas Volunteer recognition luncheon in the parish hall of St. Stephen's Episcopal Church in Liberty, Texas.

RSVP is America's largest volunteer network for people age 55 and over. RSVP is a way of responding to an invitation to make a difference in the community through volunteerism. The RSVP of Southeast Texas provides services in Austin, Brazoria, Brazos, Burlson, Colorado, Ft. Bend Grimes, Harris, Leon, Madison, Matagorda, Montgomery, Robertson, Walker, Waller, Washington and Wharton Counties.

See RSVP on Page 4

Brown to Present at JJAT Conference



MBA President/CEO Dr. Mel Brown will be serving as a workshop facilitator at the 2019 spring conference of The Juvenile Justice Association of Texas being held in San Marcos, Texas April 28-May 1.

Brown said, "Participants in this highly interactive workshop entitled 'Collaboration is Not a Dirty Word' will gain an understanding of the differences between cooperation and collaboration, explore the obstacles to interagency collaboration, identify the benefits of interagency collaboration, discuss how to develop collaboration among agencies, learn the pitfalls and danger signs along the way, and walk away from the workshop with a blueprint for successful interagency collaboration initiatives."

Brown Presents at TJDA Administrators Conference



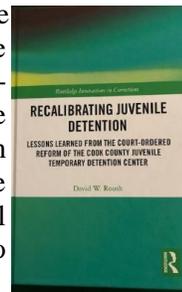
MBA President/CEO, Mel Brown, who was elected in 1974 as the first president of the Texas Juvenile Detention Association (TJDA), spoke at the 2019 TJDA Management Conference in South Padre Island, Texas on March 26.

See TJDA on Page 4

Mel Brown and Associates: Equipping Individuals and Organizations to Accomplish Their Visions, Missions and Goals

Routledge Press Publishes Roush's *Recalibrating Juvenile Detention*

Routledge, a British multinational publishing company, has recently published David W. Roush's *Recalibrating Juvenile Detention* which, as stated in the flyleaf of the book, "chronicles the lesson learned from the 2007 to 2015 landmark US District Court-ordered reform of the Cook County Juvenile Temporary Detention Center (JTDC) in Illinois following years of litigation by the CLU about egregious and unconstitutional conditions of confinement. In addition to explaining the implications of the Court's actions, the book includes an analysis of a major evaluation research report by the University of Chicago Crime Lab and explains for scholars, practitioners, administrators, policy makers, and advocates how and why this particular reform of conditions achieved successful outcomes when others failed."



See *Recalibrating* on Page 5

CJJ Advocacy Groups Provide Resources to Assist Navigating New JJDP

The Coalition for Juvenile Justice (CJJ), a nationwide coalition of State Advisory Groups (SAGs), organizations, individuals, youth, and allies dedicated to preventing children and youth from becoming involved in the courts and upholding the highest standards of care when youth are charged with wrongdoing and enter the justice system, has released a series of new resources to help states navigate the recently reauthorized Juvenile Justice and Delinquency Prevention Act (JJDP). [Click here](#) to access these resources. See January issue of *The MBA Dispatch* for story on reauthorization of the act.



See CJJ on Page 5

April a Busy Month for MBA

According to MBA President/CEO, Mel Brown, April will be a busy month for MBA.

MBA Brown and MBA Senior Associate Jim Stott will be staffing the MBA exhibit booth for Texas Probation Association's 2019 Spring Conference in San Marcos, Texas on April 14-16.

On April 24-26, Brown, a certified member of the John Maxwell team, will be facilitating a three-day workshop for the Brazoria County Juvenile Justice Department. The workshop is based upon International Leadership Gugu and best-selling author John Maxwell's book, *The 21 Irrefutable Laws of Leadership*."

See Laws on Page 4



Contemplation Corner

By
Mel Brown, Ph.D.

What are your Leadership Priorities?

Recently I received an email from a friend that contained an illustration I had heard before, but which, for some reason, got me to thinking a little differently this time. The email said:

\$86,400 -- Something to Think About!

Imagine that you had won the following prize in a contest: Each morning your bank would deposit \$86,400.00 in your private account for your use.

However, this prize has rules, just as any game has certain rules.

The first set of rules: Everything that you didn't spend during each day would be taken away from you. You may not simply transfer money into some other account. You may only spend it. Each morning upon awakening, the bank opens your account with another \$86,400.00 for that day.

The second set of rules: The bank can end the game without warning; at any time, it can say, it's over, the game is over! It can close the account and you will not receive a new one.

What would you personally do? You would buy anything and everything you wanted, right? Not only for yourself, but for all people you love, right? Even for people you don't know, because you couldn't possibly spend it all on yourself, right? You would try to spend every cent, and use it all, right?

ACTUALLY, this GAME is REALITY! Each of us is in possession of such a magical bank. We just can't seem to see it. The MAGICAL BANK is TIME!

Each morning we awaken to receive 86,400 seconds as a gift of life, and when we go to sleep at night, any remaining time is NOT credited to us. What we haven't lived up that day is forever lost. Yesterday is forever gone.

Each morning the account is refilled, but the bank can dissolve your account at any time.... WITHOUT WARNING.

SO, what will YOU do with your 86,400 seconds? Aren't they worth so much more than the same amount in dollars?

Receiving that email answered the question that was racing through my mind: "what would make a good topic for this month's Contemplation Corner?" All leaders have demands upon their time. Leaders never advance to a point where they no longer need to prioritize. While the most effective leaders understand that one thing that contributes to their effectiveness is the ability to prioritize how they use their time, some leaders never practice the discipline of prioritization.

See Contemplation on Page 3

Mel Brown and Associates: Equipping Individuals and Organizations to Accomplish Their Visions, Missions and Goals

MBA Leadership Coaching Services

MBA Leadership Coaching is an experiential and individualized leadership development process that builds a leader's ability to achieve both short-term and long-term organizational goals. It is conducted through one-on-one interactions and based on mutual trust and respect.

By experiential, we mean that the development of the leader is accomplished primarily by practical on-the-job approaches rather than through classroom or more abstract methods.

By individualized, we mean that the goals and specific activities are tailored to the unique aspects of the individual and the organizational system.

Mel Brown's Leadership Coaching Qualifications

Leadership Experience: In addition, to serving as a director of detention facilities, a juvenile probation department, and an adult probation department and serving as president of the Texas Juvenile Detention Association, Texas Corrections Association, and Texas Probation Association, Mel Brown has taught courses in the Master of Science in Criminal Justice Leadership and Management at Sam Houston State University

Coaching Credentials: Mel Brown has taken coaching courses offered by Corporate Coach University, J Val Hastings, (owner of Coaching4-Todays Leaders and Coaching4Clergy) and The John Maxwell Company and is a John Maxwell Team certified coach, trainer and speaker.

Mel Brown and Associates

www.melbrown.org
936-273-0919

Call and ask for a free coaching session

Worth the Time

Realizing that busy executives and mid-managers do not always have the time to peruse the Internet or issues of magazines and journals in search of that elusive article containing information well worth the reading, this column provides a brief introduction and a hyperlink to material which we think is "Worth the Time" to read.

This month's featured article is "The Hidden Value of Networking – And How it can Change Your Life" by Mike Kaeding, President of Norhart. In his article, Kaeding says, "This is a big reason why people start networking. People want to get something out of it. But if you focus too much on what you will get out from networking, you'll miss the mark."

He then suggests what the real goal of networking should be, provides what he refers to as "two keys to building a great network," and discusses how to do each.

[Click here](#) to download or read the article



April 15, 2019 Tax Day

Contemplation (Continued from Page 2)

In his book, *The 21 Irrefutable Laws of Leadership*, John C. Maxwell, suggest that there are 3 reasons some people never learn to prioritize. Those are:

- When we are busy, we naturally believe that we are achieving; however, busyness does not equal productivity. Activity is not necessarily accomplishment.
- Prioritization is hard work. It requires us to continually think ahead, to know what's important, to know what's next and to see how everything relates to the overall vision of the organization.
- Prioritization causes us to do things that are uncomfortable and somethings painful.

As Leaders, we need to make sure that we are spending our time on the things that produce results. In the chapter on "The Law of Priorities, Maxwell discusses the two tools he uses to prioritize how he spends his time. The first tool is the Pareto Principle (which is often referred to as the 80/20 rule). Some examples of this principle are:

- 20 % of your employees cause 80% of your personnel problems,
- 20% of time expended produces 80% of your results,
- 20% of your newspaper contains 80% of the news
- 20% of what you do produces 80% of what you produce.

As leader's we need to take a look at what we do, and which 20% of what we do produces the most results.

Perhaps, we should learn from the "Parable of the Woodcutter." In this parable. two woodcutters were competing against each other as to who could chop down the most trees in a day. Both started hacking away within earshot of each other. After an hour, Jim stopped. Joe was puzzled but carried on chopping.



Five minutes later, he could again hear the swing of Jim's axe. Another hour went by, and Jim again seemed to stop chopping for a few minutes. Joe was thrilled. He became more confident that he would win. So, he kept chopping away, pausing now and again to wipe away the perspiration from his forehead. Jim's "start and stop" continued for the rest of the day, and Joe's delight grew.

At the end of the day, however, Joe was surprised to discover that Jim had felled more trees. He went to Jim and asked, "How can this be? I never stopped chopping once but you kept taking a break!"

"Yes. But I stopped to sharpen my axe," Jim replied.

A small investment of time doing the right thing can have big rewards.

Continued in Right Hand Column



Contemplation (Continued from Left Hand Column)

The second tool Maxwell uses to evaluate his priorities is "does it comply with the 3 R rule?" Maxwell's three Rs are requirement, return, and reward. I think his 3 Rs are worth exploring.

Requirement - Everyone is accountable to someone for the work we do. Everyone also has responsibility for the important people in their lives, such as a spouse, children, and parents. The question we need to ask "What must I do that no one else can or should do for me? If we are doing something that is necessary, but not required of us personally, maybe we should delegate that.

Return - As a leader, you should spend most of your time working in your areas of greatest strength. In Marcus Buckingham and Donald O. Clifton's *Now, Discover Your Strength*, which is a result of their extensive research on the topic, they point out that people are more productive and more content when their work is within their natural gifting and strengths. Maxwell says, "Ideally, leaders should get out of their comfort zone, but stay in their strength zone" and says that if someone else can do something 80% as well as he can, he delegates the task to them. He says that just because you can do something does not mean you should do it.

Reward - As a leader, we should do the things in which we find the most satisfaction. Tim Redmond, president of Redmond Leadership Institute has pointed out "there are many things that will catch my eye, but there are only a few things that will catch my heart." Those are the things we should be doing. What is your passion. That is the thing you should be doing. Those are the things that energize you and provide the fuel for what you do.

When you finish reading this column, ask yourself, "what is required of me?", "what gives me the greatest return?" and "what brings the greatest reward?" Then make a list of the things you do that do not fit into one of those categories. Those are the things you need to delegate or eliminate.

Now, what are your priorities?



TJJD (Continued from Page 1)

Chambers, who lives in Houston and is an adjunct professor with Houston Community College, is a member of the University of Houston Alumni and the Emancipation Economic Development Council in Houston's historical 3rd Ward. She received a Texas Teacher Certification from the State Board for Educator Certification, a Certificate in Music from Clayton Johnson School of Music, a Bachelor of Science in AutoCad Technology from the University of Houston, and a Master of Science in computer information systems from the University of Phoenix.

Martin is a resident of Deer Park and is a career and technology teacher for the Galena Park Independent School District. She is a member of the Association of Texas Professional Educators, advisor for the Family Career and Community Leaders of America, and a former advisor for the Texas Association of Future Educators. She was previously appointed to the Texas Commission on Public School Finance. Martin received a Bachelor of Science in family and consumer science and a Master of Education in education administration from Lamar University.

Matthew lives in Georgetown and is the Executive Director and Chief Juvenile Probation Officer of the Williamson County Juvenile Services and is a Magistrate for the cities of Jarrell, Granger and Bartlett. He is a member of the board of directors of the Georgetown Health Foundation and Project Georgetown. He is a member of the Texas Probation Association, Texas State Bar Juvenile Committee, and the Texas Municipal Courts Association, and has volunteered previously on the board of the Boys and Girls Club of Georgetown and the Children's Support Coalition. Matthew received a Bachelor of Arts in liberal arts from Southwestern University and a Master of Business Administration from the University of Phoenix.

Morales is a resident of Rosenberg, and is Fort Bend County Commissioner for Precinct 1. He was previously elected Mayor of Rosenberg and was vice president of GreenScapes Associates, LLC. He serves as president of Fort Bend PAWS, benefiting Fort Bend County Animal Services, and previously as a board member for West Fort Bend Management District, Child Advocates of Fort Bend, Lamar Education Awards Foundation, and Central Fort Bend Chamber of Commerce. Morales attended the University of Houston.

These appointments are subject to Senate confirmation.

Laws (Continued from Page 1)

Brown and Stott will be returning to San Marcos April 28 to exhibit at the Juvenile Justice Association of Texas's Spring Conference. Brown will also be conducting a workshop at the conference on "Collaboration is Not a Dirty Word." See article on this page 1 for information about Brown's presentation.

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**RSVP** (Continued from Page 1)

The luncheon at which Brown spoke is only one of the annual RSVP of Southeast Texas volunteer appreciation luncheons in various locations throughout its service area. These luncheons feature food, entertainment, door prizes, and appreciation gifts, all in recognition of the difference that RSVP volunteers are making every day to make their communities better.

Brown said, "The number and variety of services this group of RSVP volunteers provides throughout Southeast Texas is amazing and there are numerous other RSVP programs across the country providing services to the communities in which they work. It was a privilege to be a part of this recognition service."

RSVP services include, but are not limited to, helping

- children through Early Childhood Development programs,
- the elderly and disabled through Home Delivered Meals, Medicare and Senior Fraud Education and Telephone Reassurance programs,
- caregivers of persons with Alzheimer's or dementia through Respite Care programs,
- needy families through Emergency Food programs, and
- communities through Disaster Preparedness programs.

TJDA (Continued from Page 1)

TJDA is dedicated to making a positive difference in the lives of Texas children by providing professional development in the juvenile justice field, and having a voice in the revision of state standards and practices and the 2019 administrators conference is one of the ways TJDA provide professional development to its membership.

Brown's facilitated a three-hour session on "Creating a Culture of Accountability."

Recalibrating (Continued from Page 1)

Roush understands juvenile detention. As a juvenile facility administrator, he developed programs in juvenile detention and corrections which received two awards from USDOJ and three awards from the National Association of Counties. He was one of the first to use cognitive behavior interventions with serious, violent and mentally ill juveniles. In addition, he has been active in research, technical assistance, training, and consulting with juvenile detention and corrections organizations for over 40 years and has provided consulting services to over 260 institutions in 49 states and is co-founder of Juvenile Justice Associates, LLC. As a US Department of Justice (USDOJ) protection from harm specialist, he has been a compliance monitor in multiple jurisdictions. As a faculty member at the School of Criminal Justice at Michigan State University, he taught classes on juvenile detention, conducted research, and coordinated federally-funded training and technical assistance to juvenile justice agencies and staff. He holds degrees from the College of Wooster and Western Michigan University. His PhD is in Criminal Justice and Criminology from Michigan State University. He is licensed in Michigan as a professional counselor (LPC) and a master social worker (LMSW).

In an email to Kate Taylor, Editorial Assistant, Criminal Justice and Criminology, for Routledge Press, endorsing Roush's book, MBA President/CEO Dr. Mel Brown wrote "I have had the privilege of reading a draft of Dr. David W. Roush's book, *Recalibrating Juvenile Detention* and am offering the following endorsement.

"Dr. Roush's book, *Recalibrating Juvenile Detention* should be required reading for any student of juvenile justice -- particularly those focusing on juvenile detention -- and any detention professional charged with the responsibility of implementing change on a major scale." See **Right Hand Column**

Happy Easter -- April 21, 2019



Recalibrating (Continued from Left Hand Column)

"Roush has done an excellent job of chronicling the lessons learned from the 2007-2015 landmark U.S. District Court-ordered reform of the Cook County Juvenile Temporary Detention Center (JTDC) in Illinois, following years of litigation by the ACLU about egregious and unconstitutional conditions of confinement."

"Roush clearly blends theory and practice as he describes in great detail what transpired in JTDC under the leadership Earl L. Dunlap, U.S. District Court appointed Transitional Administrator, resulting in a dynamic shift in the culture of the facility."

CJJ (Continued from Page 1)

CJJ hosted a webinar on the JJDPA which can be viewed by [clicking here](#).

ACT 4 The Act 4 Juvenile Justice Coalition, a network of national organizations, co-chaired by the CJJ Executive Director and the Chief Executive Officer of the Campaign for Youth Justice, also provides some resources which can be accessed by [clicking here](#).

For a copy of JJDPA showing changes in the act, [click here](#).



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MBA Regional Training Opportunities

See Page 8 for registration information and location

The 21 Irrefutable Laws of Leadership, May 14-16, 2019, (Hosted by Denton County CSCD). For additional information contact us at info@melbrown.org or 936-273-0919. For a detailed description of the course, [click here](#).

“Follow these laws and people will follow you.”

May 14, 2019

8:30 – Noon Irrefutable Laws of Leadership
1:30 – 5 pm Irrefutable Laws of Leadership (continued)

May 15, 2019

8:30 – Noon Irrefutable Laws of Leadership (continued)
1:30 – 5 pm Irrefutable Laws of Leadership (continued)

May 16, 2019

8:30 – Noon Irrefutable Laws of Leadership (continued)
1 pm – 5 pm Irrefutable Laws of Leadership (continued)

The 21 Irrefutable Laws of Leadership, June 3-5, 2019, (Hosted by Nueces County CSCD). For additional information contact us at info@melbrown.org or 936-273-0919. For a detailed description of the course, [click here](#).

“Follow these laws and people will follow you.”

June 3, 2019

8:30 – Noon Irrefutable Laws of Leadership
1:30 – 5 pm Irrefutable Laws of Leadership (continued)

June 4, 2019

8:30 – Noon Irrefutable Laws of Leadership (continued)
1:30 – 5 pm Irrefutable Laws of Leadership (continued)

June 5, 2019

8:30 – Noon Irrefutable Laws of Leadership (continued)
1 pm – 5 pm Irrefutable Laws of Leadership (continued)



Associational Conferences

Texas Corrections Association



2019 Annual Conference, Galveston, Texas, June 2-5, 2019.

Contact Ashley Koonce at 936-294-1706 or koonce@shsu.edu.

Texas Probation Association



2019 Annual Conference, San Marcos, Texas, April 13-17, 2019.

2019 Legislative Conference, Denton, Texas, August 4-7, 2019.

Contact Angela Semar at asemar@shsu.edu or 936-294-640.

Juvenile Justice Association of Texas



2019 Spring Conference, San Marcos, Texas, April 28-May 1, 2019.

Contact Jessica Carter at 512-415-6717 or jjattx@gmail.com

Texas Juvenile Detention Association



2019 Annual Conference, San Marcos, Texas, August 5-7, 2019.

Contact Laura Torres at 956-361-3509 or litorres@co.cameron.tx.us.

MBA Regional Training Locations, Dates and Early Registration Deadlines

The 21 Irrefutable Laws of Leadership

May 14-16, 2019
Training Site
650 S. Mayhill Road
Denton, TX
Hosted by Denton County CSCD
Early Registration Ends
April 15, 2019

The 21 Irrefutable Laws of Leadership

June 3-5, 2019
Training Site
745 North Padre Drive
Corpus Christi, TX
Hosted by Nueces County CSCD
Early Registration Ends
May 3, 2019

To qualify for early registration fee, registration form must be received by MBA prior to 5 pm on the expiration date listed for the training!

MBA Regional Training Events

	<u>Early Registration</u>	<u>Regular Registration</u>
3-day Training	\$280.00	\$325.00
2-day Training	\$240.00	\$280.00

Training for which you are registering: _____ / _____
Location Dates

Name: _____ Title: _____

Organization: _____

Street Address _____

City: _____ State: _____ Zip: _____ E-Mail Address: _____

Business Telephone: _____ Fax Number: _____

Complete Form and Submit with Check or Purchase Order Number to:

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Email info@melbrown.org or Fax # 936.273.0919

Cancellation Policy: Full refunds will be given to those who cancel in writing more than ten (10) days prior to the training. A refund of 60% of the fees paid will be authorized when a written request for refund is submitted less than ten (10) working days prior to the scheduled start of the training. Mel Brown and Associates reserves the right to retain or collect fees in full for those who fail to cancel prior to the training or for those who fail to attend. Substitutions are permitted at any time.

Quote to Remember

"Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes." ~ Peter Drucker

Quote to Remember

April 1 "This is the day upon which we are reminded of what we are on the other three hundred and sixty-four." ~ Mark Twain