

MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
YOUTH SERVICES CENTER DIRECTOR INTERVIEWS
FRIDAY, SEPTEMBER 24, 2021 AT 8:30 A.M.
COUNTY-CITY BUILDING
ROOM 113 – BILL LUXFORD STUDIO

COMMISSIONERS: Rick Vest, Chair; Deb Schorr, Vice Chair;
Roma Amundson, Sean Flowerday and Christa Yoakum

Advance public notice of the Board of Commissioners meeting was posted on the County-City Building bulletin board and the Lancaster County Nebraska website and emailed to the media on September 22, 2021. Notice was also published in the Lincoln Journal Star print and digital editions on September 17, 2021.

Commissioners present: Rick Vest, Chair; Deb Schorr, Vice Chair; Roma Amundson, and Christa Yoakum

Commissioners absent: Sean Flowerday

Others present: David Derbin, Chief Administrative Officer; Kristy Bauer, Deputy Chief Administrative Officer; Sara Hoyle, Human Services Director; Chad Thies, Zelle Human Resources Solutions President; and Dan Nolte, County Clerk

The meeting was called to order at 8:39 a.m. A copy of the Nebraska Open Meetings Act was posted in the conference room.

1) YOUTH SERVICES CENTER DIRECTOR INTERVIEWS

The applicants were each asked a series of prepared questions (Exhibit 1).

Adrian Cartlege was the first candidate interviewed. At the conclusion of his interview, discussion followed regarding his qualifications.

The meeting was recessed at 9:47a.m. and resumed at 10:02 a.m.

Steven Wesley was the second candidate interviewed. At the conclusion of his interview, discussion followed regarding his qualifications.

After Wesley's interview, the Board reviewed the strengths and concerns of each candidate.

It was the consensus of the Board for Theis to contact both candidates' references and to have further discussion on the position on Thursday, September 30, 2021.

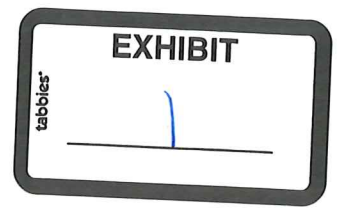
2) ADJOURNMENT

MOTION: Schorr moved and Yoakum seconded to adjourn at 12:37 p.m. Schorr, Amundson, Yoakum and Vest voted yes. Flowerday was absent. Motion carried 4-0.


Dan Nolte
Lancaster County Clerk



Youth Services Director Interview Questions



1. (Christa) Considering that this is a secure juvenile justice detention facility, please tell us about yourself and what qualities make you a suitable candidate for this position?
2. (Roma) What accomplishments related to this role are you most proud of?
3. (Sean) What attracted you to this position?
4. (Rick) Please explain your understanding of the role of a Youth Services Director?
5. (Deb) What qualities should a Youth Services Director possess?
6. (Christa) Describe your management and communication styles and how communication should be utilized in the facility such as this?
7. (Roma) How do you build rapport with others?
8. (Rick) Describe how you have had to use data to make informed decisions.
9. (Sean) Give an example of a change (practice change or implement program). Describe the process and steps you utilized to foster change. What were the challenges/barriers and steps you took to overcome them?
10. (Deb) As a Youth Services Director, how do you ensure your vision and goals are being communicated and followed through on, particularly at the direct care level?
11. (Roma) Tell us how you assess culture and what steps you would take to improve any cultural issues that may exist at the facility?
12. (Christa) If you were to be in this position, what would be the three main areas that you would focus on for the first 6 months?
13. (Sean) What steps would you take to assess the existing facility culture; incidents of violence, and use of restraint and isolation/confinement practices?

14. (Rick) What professional organizations are you involved with which aides in your professional juvenile justice focused development?
15. (Deb) Please discuss your experience and knowledge with behavior management systems and describe the ideal program you would want to implement at the facility?
16. (Roma) Effective service delivery is beneficial to youth and adults.
 - a. Can you share your philosophy about prevention and intervention programs and services?
 - b. What roles do community-based agencies have in this work?
 - c. What experience do you have in engaging community-based agencies?
17. (Christa) Ability to work well with others from all backgrounds is important.
 - a. How would your colleagues describe your leadership style?
 - b. What has been your greatest leadership challenge?
 - c. How did you overcome the challenge?
 - d. What was the shortest leadership position stint you have had and why did you leave?
18. (Deb) What have you done to engage families and communities as partners?
19. (Rick) Similar to many other jurisdictions, Youth of Color are disproportionality confined at the Youth Services Center. As the Director how will you ensure youth and their families are treated in a fair and equitable manner? Share experience you had in working collaboratively to reduce racial and ethnic disparities in the criminal justice system?
20. (Sean) This position requires you to manage a budget and employees.
 - a. What experience do you have in managing a large budget?
 - b. Describe any previous experience managing union employees?
 - c. What skills are necessary to successfully manage many employees?
21. (Roma) What questions do you have for us?