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**From:** Julie Cloud </o=first organization/ou=first administrative group/cn=recipients/cn=jcloud>  
**Sent:** Tuesday, May 17, 2011 11:29 AM  
**To:** Pat Thomson  
**Subject:** THINGS

Pat, first of all, I am not going to promote Joyce. I cannot justify it based on her performance and the fact that she counseled Laura on her UM application and didn't tell me. (I found out from Laura.) She did a good job of counseling Laura too I might add! Laura didn't heed her advice. It would have been great to have the email that Joyce sent to Laura as it totally validated that Laura didn't meet #2 without supervisory. Here is what Joyce sent to Laura:

**From:** Joyce Clark  
**Sent:** Monday, April 25, 2011 3:53 PM  
**To:** Laura Roters  
**Subject:** Application

Good afternoon Laura. I reviewed your application for Unit Manager and have just a few comments.

Question #2 – I didn't see any supervisory experience. Do you have college level coursework in management that included all the essential elements of management; OR at least one year of experience supervising paraprofessional staff including the development of written performance evaluations Or leadwork with input into hiring, scheduling and performance evaluations for a staff involved in the delivery of services for juvenile offenders?

Question #3 – You may need more information about your experience with group recreation activities and group living activities, particularly your role in providing those services. It is hinted at in your response but not clear about your role.

Question #4 – Your responsibilities for conducting and evaluating the effectiveness of individual and group sessions and for observing, evaluating and recording the behavior of juveniles need a bit more information. Did you observe staff interventions and implement corrective action? If so, please explain. Also, describe your experience conducting and evaluating individual and/group rehabilitation sessions. Again this is hinted at but not clearly defined.

I will be in the office tomorrow until 4:00 p.m. if you need assistance.

So, we are back to square one. I talked with Joyce this morning and she agreed that she shouldn't be promoted. We talked about how to get her work up to par. She is feeling overloaded and overwhelmed just like you and me, but I'll take some of her work and we'll see how much I can actually do. I'd also like to talk about her supervision since I seem to still be 'bossing' her around.

Next thing, Joyce lost her key to the file room door. I got into your office and took the extra key that was there---you had 2--and gave to her. I asked her to keep looking. I don't know if we need to change the lock or not.

OK, that is it for now. I'll be in Nampa this afternoon.

Julie

*Julie Cloud*

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"Treat a person as he is, and he will remain as he is.  
Treat him as he could be, and he will become what he  
should be. --Jimmy Johnson (former FB coach)