

# Full Court Press

Newsletter of the District of Columbia Courts

June 2012

*Open To All, Trusted By All, Justice For All*

## FAMILY TREATMENT COURT CELEBRATION 2012

By Tom Feeney Jr., Communications Assistant, Executive Office

On May 15<sup>th</sup> 2012, the Family Treatment Court celebrated its 13th Recognition Ceremony at the Moultrie Courthouse, honoring ten mothers for completing the 15 month-long substance abuse treatment program. Superior Court Chief Judge Lee Satterfield opened the ceremony with welcoming remarks, congratulating the honorees for their achievements. Family Court Presiding Judge Zoe Bush followed with her own words of encouragement to the mothers.

West Huddleston, CEO of the National Association of Drug Court Professionals, related to the honorees with his own inspirational story of rehabilitation and encouraged the women to maintain their sobriety. "Drug Courts demonstrate that breaking the cycle of addiction and crime in America is well within our reach," Huddleston said. Liza Bush from Court Appointed Special Advocates for Children of DC and Thomas Barrett, President of Second Genesis also offered congratulatory remarks.

Gil Kerlikowske, Director of the Office of National Drug Control Policy at the White House, was the keynote speaker for the ceremony. He spoke to the honorees about the great foundation they have built for their future by the steps they have taken in the past 15 months, and how proud he was of their efforts. "These

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Honorees and Magistrate Judge Pamela Gray (second from left) join Gil Kerlikowske, United States Drug Czar, after the 2012 Family Treatment Court Recognition Ceremony

Photo by Tom Feeney Jr.

woman's story of courage and perseverance," he said. One graduate thanked the court for "teaching me how to live again." Another said "I'm really happy with the woman I've become—a good mother, a loving, kind, patient, trustworthy friend and sister...Now I know why I'm here."

After the keynote speech, courtroom clerk Marion Swingler performed a musical selection with performing artist Cornell Stone. The performance was so inspiring that it brought many of the honorees and audience members to tears. Following the song, Magistrate Judge Pamela Gray and Family Treatment Court Coordinator Estrellita Hicks presented certificates of achievement to each proud honoree.

Judge Bush then took a few minutes to thank and honor Director Kerlikowske for attending the ceremony and supporting the program. He was presented with a plaque and received a round of applause from those in attendance.

There have been over 150 successful participants in the Family Treatment Court program since it was launched in 2003. All participants stipulate to allegations of neglect, and then move with their children to a treatment facility to receive substance abuse education and treatment, relapse prevention, parenting classes, counseling, and guidance on childcare. This year's honorees successfully completed this phase, and will proceed to a community-based after care phase.

# SUPERIOR COURT WELCOMES TWO NEW JUDGES TO BENCH

By Tom Feeney Jr., Communications Assistant, Executive Office

*On two consecutive Fridays in April 2012, the District of Columbia Superior Court welcomed its two newest judges to the bench.*

**Judge Peter Krauthamer** is a proud father of two sons. And at his April 20th investiture ceremony, Judge Krauthamer's two proud sons helped their father put on his robe. Judge Robert Wilkins of the US District Court spoke at the ceremony, and Judge Milton Lee administered the oath of office.

Judge Krauthamer received his Juris Doctorate from Boston University School of Law in 1982. He is a graduate of Bethesda-Chevy Chase High School and received a Bachelor of Arts degree from Brandeis University in 1979.

After graduating from law school, Judge Krauthamer began his career as a staff attorney at the Public Defender Service for the District of Columbia (PDS). He handled juvenile delinquency and adult misdemeanor cases and tried numerous felony cases, including serious and complex felony one cases. During his tenure at PDS, Judge Krauthamer served as Deputy Chief of the Trial Division, Trial Chief, and Training Director.

Judge Krauthamer joined the DC Federal Public Defender Service from 1994 to 1995, and then served as an Assistant Professor at Howard University School of Law where he taught Evidence and also served as a Clinical Supervising Attorney for the Criminal Justice Clinic from 1995 to 2000. Thereafter, Judge Krauthamer served as Deputy Director for the DC Pretrial Services Agency until 2004, when he rejoined PDS as its Deputy Director and where he remained until his judicial appointment.



*Judge Krauthamer receives help from his two sons as he slips into his judicial robe.*

Photo by Tom Feeney Jr.



*Deputy Presiding Judge of the Criminal Division, Judge Robert Morin administers the oath of office to his former law clerk Judge Danya Dayson.*

Photo by Tom Feeney Jr.

After law school, **Judge Danya Dayson** served as law clerk to Superior Court Judge Robert Morin, and he returned the favor by administering the oath of office at her investiture ceremony on April 27th. Jeffrey B. O'Toole, partner at O'Toole, Rothwell, Nassau & Steinbach, was the featured speaker at the ceremony, and Judge Dayson was robed by her parents.

Judge Dayson was born in New York City and was raised in Chapel Hill, North Carolina. She received her JD from Georgetown University Law Center in 1998, and received Bachelor of Arts degrees in Political Science and Russian /Eastern European Studies from Appalachian State University.

Upon graduation from law school, Judge Dayson practiced criminal law as a solo practitioner, representing clients in misdemeanor and felony cases in DC Superior Court. After her clerkship with Judge Morin, Judge Dayson was a partner in the firm of Wicks & Dayson. There she represented clients in criminal matters. In addition, she began a family law practice, representing respondents, parents and caretakers in abuse and neglect cases in DC Superior Court's Family Court.

In 2003, Judge Dayson joined the firm of O'Toole, Rothwell, Nassau & Steinbach. There she continued her criminal practice. In addition, she headed the firm's domestic relations practice, serving clients in the area of separation, divorce, custody and child support. Judge Dayson was also part of a team of lawyers who served as outside counsel for several small businesses and non-profit organizations.

Judge Dayson served on the Family Court Implementation Committee and the Steering Committee of the Family Law Section for the DC Bar. She volunteered, both for trainings and as a volunteer attorney for the Family Court Self Help Center in the DC Superior Court.

# 2012 GUARDIANSHIP ASSISTANCE PROGRAM

By Sonya Roundtree, Deputy Program Manager, Probate Division

On March 9, 2012, the Guardianship Assistance Program sponsored its 4<sup>th</sup> Annual Guardianship Conference. This year the conference was co-sponsored by, and held at, Catholic University's Columbus School of Law. More than 100 family and attorney guardians participated in the half-day conference. The Guardianship Assistance Program was pleased to have Peter Newsham, Assistant Deputy Chief of Police, and John Breyault from the National Consumer's League provide the keynote addresses on financial exploitation.

Each year the Guardianship Assistance Program hosts the conference to provide those serving as guardians with information on best practices and new policies or care issues related to guardianship. Topics for this year's sessions included Ethical Guardianship Dilemmas: Balancing Protection with Least Restrictive Alternative, Understanding Psychiatric Emergency Hospitalizations and Mental Health Commitments, and Advanced Planning: Strategies for Difficult Conversations.

The conference also provides an opportunity for guardians to network and this year was no different. Following the information sessions, more than 30 government and community agencies participated in the Information Fair – an opportunity for guardians to develop relationships with agencies that are able to provide additional assistance to both the guardians and the wards that they serve. Overall, participants found the conference useful and found sessions engaging.

Rhonda Reid Winston, Presiding Judge of the Probate and Tax Division, and Anne Meister, Register of Wills, provided opening remarks for the conference. Speakers also included Magistrate Judge Joan Goldfrank who chairs the DC Mental Health Commission; Dr. Elspeth Ritchie from the DC Department of Mental Health; Susan Walker, from the DC Long Term Care Coalition; Stephanie Chong, from Seabury Resources; Dr. Barbara Soniat, from Catholic University; Saul Singer, from the DC Bar Legal Ethics Office; Sally Hurme, from AARP; Carroll Roddy, from Capital Caring; Deborah Scarborough and Tiffany Lindsay, from the DC Long Term Care Ombudsman Program and Faith Mullen from the Columbus School of Law at Catholic University.

*The Guardianship Assistance Program would like to acknowledge the assistance and support of:*



*Superior Court Judge Rhonda Reid Winston (left) assists participants seeking advice at the 2012 Guardianship Assistance Program.*

Deputy Presiding Judge of the Probate and Tax Division John Campbell; P. Allen Butler, III; Maria Kancev; Melvetta Dockery; Jeremie Johnson; Jonathan Motley; Vincent Dawkins; Karla Saguil; Carla Gales; David Chang and additional staff members from the Center for Education and Training; and the DC Courts IT Division (especially the Central Recording and Courtroom Technology Branch).

The Guardianship Assistance Program would also like to recognize the contributions of the Probate staff members whose work at the courthouse during the conference provided an opportunity for conference participants to have an educational and memorable experience. A special thank you is extended to Professor Faith Mullen and Joan Vorrasi from the Catholic University's Columbus School of Law for their contribution to the success of the conference.

The *Full Court Press* is published by the District of Columbia Courts.

Inquiries should be submitted to Room 6680.

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# HUMAN RESOURCES PERFORMANCE MANAGEMENT SYSTEM

By Rhonda Sanes-Pearson, Program Analyst/Special Programs, Human Resources Division

## A Look Back...

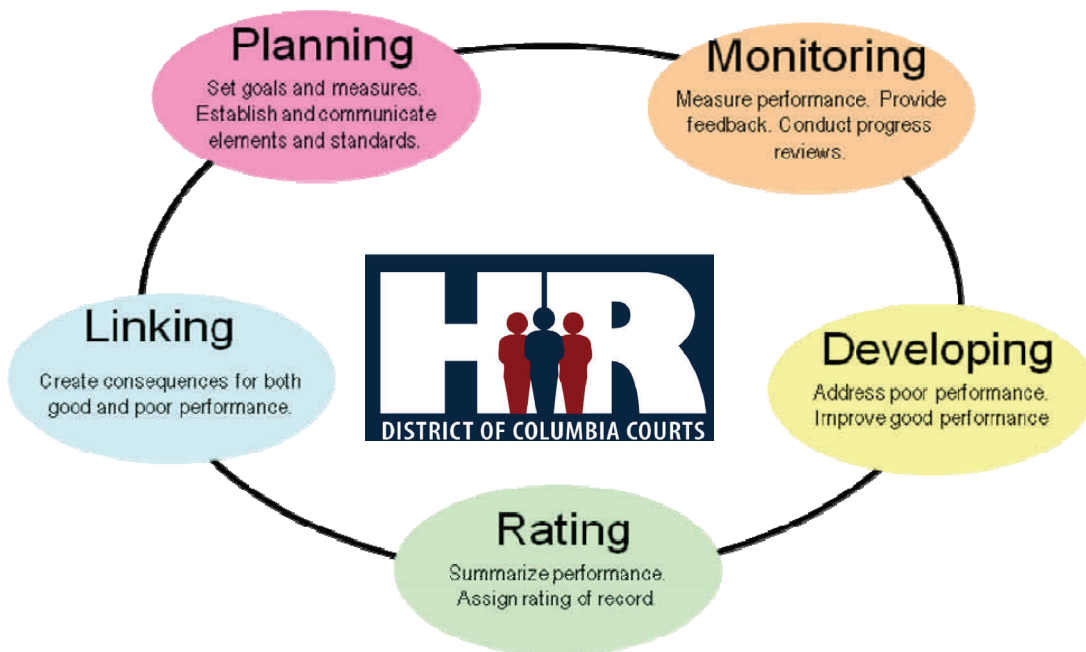
In 2003, the Human Resources Division took on the task of revamping the then current performance appraisal system. After extensive research, focus groups and surveys, the Courts unveiled the new performance management system in 2004. This system was patterned after the Office of Personnel Management's (OPM) system, which enabled agencies to make meaningful distinctions in performance as well as link individual employee performance with branch, division and overall strategic goals of the organization.

The concept of rewarding employees for performance, outside of periodic Within-Grade Increases (WGIS), was new to the Courts but common in other public sector organizations on the federal, state, and local levels.

According to the Performance Management Program Design Handbook, the Civil Service Act of 1978 "established performance appraisals as the basis for salary increases, awards, training, promotion, reductions in grade and removals". In the non-federal world, the concept of Total Quality Management (TQM) and the Balanced Scorecard were the driving forces for improving overall performance of a company on the macro level all the way down to the micro level of the employee. To that end, the goal was to develop and implement a results-based system which would identify measureable and quantifiable goals.

At the same time the DC Courts adopted OPM's performance management cycle, which calls attention to the fact that management of performance should be done throughout the year and not just at the time of the evaluation meeting. Management of performance begins with thoughtful planning followed by consistent monitoring and development of employees, then rating their performance and linking it to reward or more development.

The evaluation system is focused on results/outcomes which are termed "elements" in lieu of completed tasks. In addition the system recognizes and captures the importance of not only results but also how the results are achieved. To address the "how" component, the Core Competencies were added. There are eight competencies for all employees and four additional for the supervisory staff. Originally



based on the Courts' Core Values the competencies make up 50% of the employee's performance evaluation; with the additional 50% from the "elements." This includes: customer service, dependability, job knowledge, interpersonal skills, initiative, honesty/integrity and adaptability.

Another modification to the system in 2004 was taking it from a two-tier meets/does not meets system to a five-tier rating system (5=Outstanding; 4=Exceeds Expectations; 3=Commendable; 2=Needs Improvement; 1=Unsatisfactory). This resulted in the ability to reward the employees who go above and beyond the call of duty and provide superior service to the Courts and their customers.

It was determined the best way to reward employees for their outstanding performance was a monetary bonus. This change precipitated the need for each employee to be on the same performance cycle, instead of it being based on their anniversary date. The performance year begins July 1 and ends June 30 of the following year.

## Looking Forward

The DC Courts are a great place to work and we are striving to make it an even better workplace. Performance management plays a huge part in this endeavor. The Human Resources Division is continuously looking for ways to enhance our current performance management program in the effort to fully capture each individual employee's contribution to the success of the Courts.

As some of you may be aware, we are hiring a Human Resources Manager for Performance Manage-

*Continued on Page 5*

## Judge Russell Canan Speaks to International Visitors

On May 1, 2012, Judge Russell Canan, Presiding Judge of the Superior Court's Criminal Division, spoke alongside Judge Scott Stucky of the US Court of Appeals for the Armed Forces. The two judges fielded questions from a delegation of over 50 civilian officials and military officers from the Middle East, South Asia and Europe. Judge Canan and Judge Stucky provided the visitors with insight on how the judicial system functions for both civilians and military personnel in the United States.



## 2012 Court Security and Emergency Preparedness Awareness Month a Success

Matthew G. Olsen, Director of the National Counterterrorism Center headlined a successful month that advanced the understanding of security for many DC Courts employees. In addition to Olsen's insightful remarks and question and answer session, employees were also treated to an information fair, a seminar on information technology security, evacuation training, and a range of daily security tips featured on the Courts' intranet page.



*Continued from page 4*

ment and are developing and implementing a new, comprehensive Human Resources Information System (HRIS). The HRIS will have a number of new features of benefit to employees and will eventually automate nearly all Human Resources functions, including performance management. As Sir Winston Churchill stated, "The price of greatness is responsibility" and it is the responsibility of us all to ensure compliance and accountability for our system to function at its best."

For this performance year (2011 – 2012) we must again exercise particular care and accountability due to the current fiscal environment and the requirement by the Office of Management & Budget to reduce the monies allotted for performance-based bonuses. As a result of this reduction, the Executive Office has directed the Human Resources Division to review all performance evaluations that have an overall rating of Exceeds Expectations or Outstanding before they are issued to the employee. This action is taken to pro-

note increased accountability and ensure such ratings are appropriately documented and justified.

### Important Dates to Remember

**June 30, 2012** – End of the Performance Year

**July 30, 2012** – Performance Plans Due 2012-2013

**August 9, 2012** – Proposed ratings of **4** and **5** are due to Human Resources (Please note, the proposed evaluation ratings must be submitted to HR prior to discussion with employees)

**August 30, 2012** – All 2011–2012 Performance evaluations due to HR

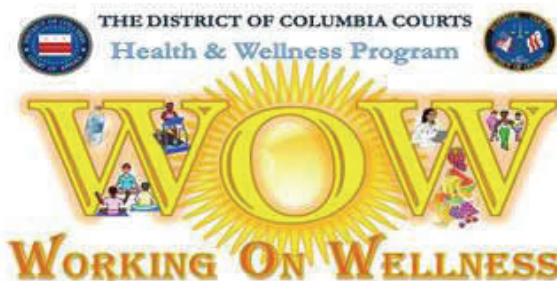
The Human Resources Division welcomes any suggestions you may have to enhance the overall functionality of the performance management system. Suggestions can be submitted to Kaprice Chambers or Rhonda Pearson.: (Kaprice.Chambers@dcsc.gov, Rhonda.Sanes-Pearson@dcsc.gov.)

# WORKING ON WELLNESS SUCCESS STORY: SEBRINA WILLIAMS

By Rebecca Joseph, RN, DC Courts Health Unit

Ms. Sebrina Williams has improved her health and feels great due to her weight loss of 55 pounds with Zumba exercise classes held in the Courthouse. She attributes her success and impressive health improvement to the dance classes, which she started attending in June 2011.

Ms. Williams, of the Central Intake Center in the Family Court Operations Division, has wanted to make changes in her health for four to five years and was encouraged to lose weight by her physician. "I had hypertension, high cholesterol and was moving on my way to also obtaining diabetes" she said. Thoughts of losing



weight, getting active and making a difference were on her mind.

In April of 2011, Ms. Williams signed up to participate in Weight Watchers. The program was helpful, but did not produce the results she hoped for, "I went from clothing size 15 down to a 14 and became comfortable with that. But soon I was not comfortable with it anymore" she said.

Weighing 220 pounds also contributed to other medical conditions and she was diagnosed with heel spurs in her feet and a sciatica condition in her back.

Meanwhile, co-workers in her office were taking Zumba classes in the courthouse throughout May, but Ms Williams did not sign up, "I would watch them come out dressed in exercise clothes and ready for the class each time, but didn't think I could do it" she said. Thinking she was not fit enough to participate, she did not sign up immediately, but in June 2011 with motivation and encouragement from others, she attended her first Zumba class.

During the first 6 months of taking Zumba she attended twice weekly. The weight started dropping off at a healthy rate, but the class itself was what kept Ms. Williams returning, "The music, dance and excellent instructors were why I was returning. I found the classes a stress reliever. You move. You sweat. You look forward to the Wednesday class each week" she said.

In addition to the Zumba classes, she changed her diet to consume fruits, vegetables, granola, baked meats and minimal starch. While she focuses on these changes daily, she does not keep the plan too strict all the time, "I do treat myself on the weekends, but watch Monday through Friday very carefully."

In addition to the 55 pound weight reduction, her blood pressure, cholesterol and blood sugar levels are all now within normal limits. Her back and foot problems are gone. She encourages others to participate in the Zumba classes: "When exercise is incorporated with good eating habits, you stay healthy. People in the courthouse have noticed the change and have been motivated to join the class because of my success. That makes me feel good!"

Congratulations to Ms. Williams on her wonderful achievement! Join her in the Zumba classes, sponsored by the WOW committee, on Wednesdays and Fridays from 5:30-6:30 in Rm. 5400. Have fun and get healthy!



**Before (left) and after (right).  
Sebrina has lost 55 pounds by attending Working on Wellness workouts and seminars!**

# THE RESTORATION OF 410 E STREET

Capital Projects and Facilities Management Division

Following a two-year restoration, the Juvenile Courthouse at 410 E Street NW (Court Building C) has been reopened as the new home for the Information Technology and Multi-Door Dispute Resolution divisions. The restored building provides a state-of-the-art facility for the central IT function, a new data center, and an enhanced environment for the Multi-Door mediation function. The project is the most recent in a series of courthouse renovations completed as part of the DC Courts' *Judiciary Square Master Plan* and approved by the National Capital Planning Commission in 2005.

The building design included restoration of the historic limestone and granite exterior, including the original windows, as well as rehabilitation of the interior spaces. The walnut-paneled second-floor courtroom was renovated and modernized with state-of-the-art communication technologies to serve as a central training space for the court community. The historic judges' chambers were restored for use as mediation rooms.

The original roof was replaced with a new copper roof. Native vegetation was planted around the perimeter of the building to reduce the need for potable water use. The DC Courts contracted for Enhanced Commissioning for the mechanical, engineering and plumbing (MEP) systems. This review process assured that the MEP systems meet the best possible energy efficiency.

The primary entry to the building is on the north side along E Street. To provide an ADA accessible en-



try while preserving the historic steps and façade, an elevator was installed under the steps, and is accessed from the sidewalk by a ramp. The south entry of the building on D Street provides ADA access for staff.

The new facility is adjacent to the Historic Courthouse, the first building on Judiciary Square to undergo a major restoration and expansion, completed in 2009, and now home

to the DC Court of Appeals.

The 410 E Street building is piloting the use of electronic messaging for the DC Courts' campus. Three kiosks and four LED monitors have been installed in public areas of the building. The kiosks and monitors are used to display campus, building, and surrounding area information for the public and employees. The DC Courts have also incorporated a slide show on these monitors, demonstrating how the building and its operations contribute to the sustainability effort.

With this restoration and that of the Historic Courthouse, along with surrounding green space, Judiciary Square has been re-greened and revitalized. Starting with the construction of an underground garage under the restored park at the southwest corner of Judiciary Square in 2005, the restoration of the Court of Appeals in 2009 and the park at the southeast corner, and now the completion of 410 E Street, Judiciary Square has nearly reached the completion of the DC Courts' Master Plan for the area. The next step is the redevelopment of the park area directly to the east of 410 E Street which will begin later this year.

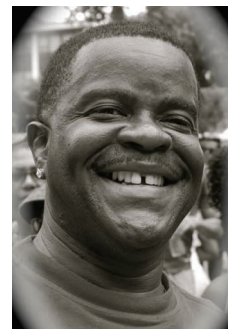
## Bereavement Notices

### Mrs. Beverly Reeder Crawford

passed away on Thursday, May 31, 2012. Beverly was a Program Coordinator in the Court Greeters' Program, a branch of the Administrative Services Division. She was 66 years old. Beverly was a beloved fixture at the DC Courts and will be greatly missed.

**Mr. Wilbert James Wilson**, Deputy Clerk III, Civil Actions Branch, passed away on Friday, June 1st, 2012. James began work at the courts in November 1989. He was a dedicated servant and humble friend to many in the courts' family. James was 52 years old.

Cards and expressions of sympathy can be sent to James' sister, Marion Baylor at 2300 Good Hope Road, Apt. #824, Washington, DC 20020.



# Kabe Reviews

My name is Phillip Lartigue and I am a Senior Manager from Court Appointed Special Advocates (CASA) of Washington DC. As one of your customers, I wanted to provide some feedback on one of your employees. The staff at CASA DC has been continually impressed with the level of customer service shown by Nikkia Sellers. She always provides our organization with a positive attitude while also ensuring our requests are handled efficiently and with great quality.

If you have any questions, or would like to speak with me, please don't hesitate to contact



Phillip Lartigue



**Nikkia Sellers,**  
Deputy Clerk 3,  
Family Court



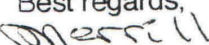
**Sasha Vance,**  
Deputy Clerk 1,  
Civil Division

Dear Mr. Darden,

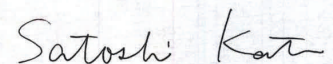
I felt that it was important to express my appreciation to Sa Sha Vance for her services in obtaining a document that I had had difficulty obtaining. She was both very profession and positive.

She is very proud of the department that she works in. I thought she had a very refreshing attitude.

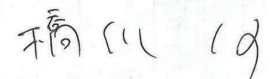
Thank you so much.

Best regards,  


Yours sincerely,



KATO Satoshi  
Judge  
Tokyo District Court, Japan



HASHIZUME Makoto  
Staff Attorney (Judge)  
Civil Affairs Bureau  
General Secretariat  
Supreme Court of Japan



YOSHIOKA Hirota  
Staff Attorney (Judge)  
Personnel and General Affairs Bureaus  
General Secretariat  
Supreme Court of Japan

Dear Ms. Banks:

We would like to extend our sincere gratitude for your warm hospitality during the meeting with us on January 18. After conducting the two-week research in the United States, we have just returned to Japan.

It was a very fruitful research visit for us in that you provided us not only with valuable information but also with deep insights and extensive views on how the American society faces and handles various types of disputes. We will make the most of what we gained through this research, as the Japanese court continues to review factors which may affect the trends of disputes and lawsuits, in order to seek for a better judicial service in Japan.