

Highlights from the DMC Action Network

Models for Change Conference
December 6, 2011

Lance Horozewski, Rock County, WI
Sherry Lupton, Lancaster County, PA
Mark Masterson, Sedgwick County, KS
Lisa Garry, State of Maryland
Dana Shoenberg, Center for Children's Law
and Policy

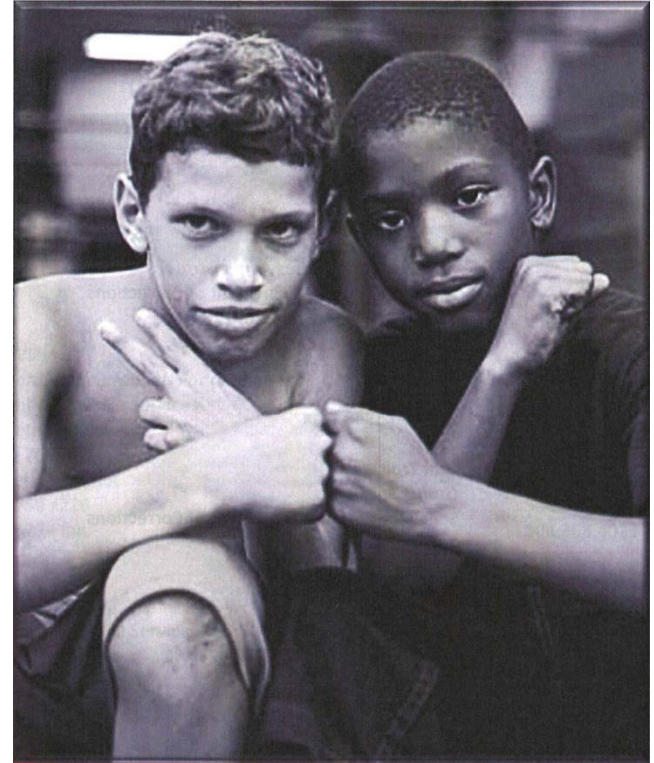
DMC / Juvenile Justice
ActionNetwork A Project of
ModelsforChange

The DMC Action Network

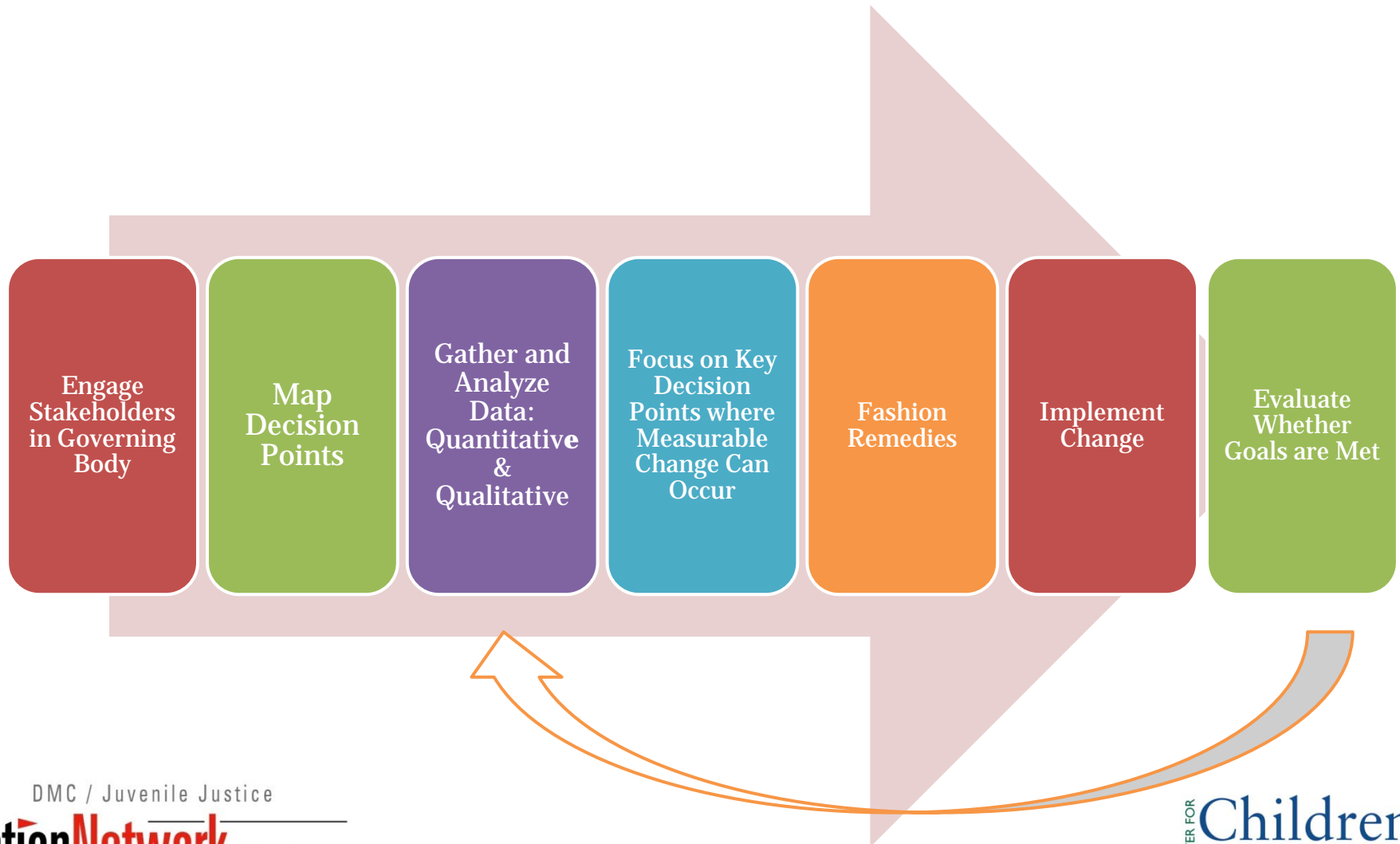
- Brought together 17 jurisdictions
- Opportunity to learn about effective and sustainable strategies to reduce racial and ethnic disparities
- Members shared information and worked on innovations side by side
- Data-driven approach, common performance measures
- Strategic innovation groups (SIGs)
- Topic-specific workshops and webinars

Goals

- 1) Reduce overrepresentation
- 2) Reduce racial and ethnic disparities
- 3) Prevent youth of color from unnecessarily entering and moving deeper into the juvenile justice system.



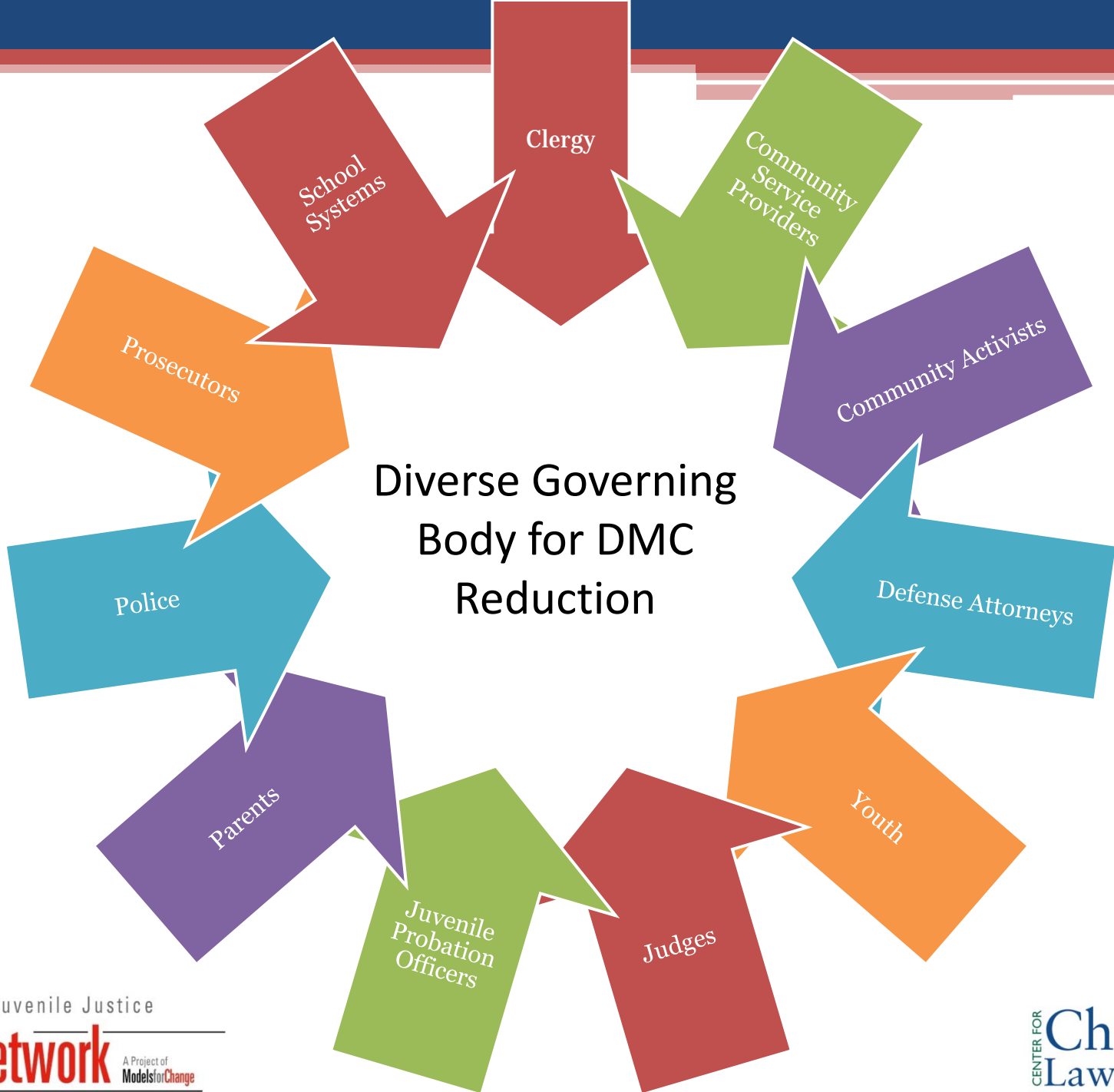
DMC Action Network Model for DMC Reduction



DMC / Juvenile Justice



Diverse Governing Collaborative and Community Engagement



Diverse Governing
Body for DMC
Reduction

DMC / Juvenile Justice

Lancaster County DMC Action Network Participation

- Active participation began in 2010
- Chose three strategic innovation areas:
 - Community Engagement – Developed a Diverse Governing Body of Local Stakeholders, Faith-Based Initiative
 - Reducing DMC at Arrest – Police education with DMC curriculum
 - Cultural Competency – All Court forms translated into Spanish, Diversity Workshops for staff, Spanish classes
- Other work on DMC reduction:
 - Adopted Detention Assessment Instrument and studying its impact
 - Opened Evening Reporting Center
 - Working on graduated responses for youth on probation

Early signs of progress in Lancaster

- Detention down 12% from 2010 to 2011
- Percentage of youth of color in detention down from 62.7% to 59.3%



Data-Driven Decision Making

Pennsylvania Race and Ethnicity Data

- Improved accuracy of data statewide by allowing youth to report both their ethnicity (Latino or not) and race
- Adjusted state juvenile justice database to separate questions of race and ethnicity
- Trained all probation officers in new system
- Now report data with information disaggregated
- Manual available at: cclp.org/DMC.php
- Similar innovations in WA and NC

Engaging the Community to Help Reduce Unnecessary Entry into the Juvenile Justice System



Sedgwick County Demographics

- Population = 498,365
- Urban, Suburban, Rural
- Wichita (largest city) = 382,368
- Composition of Youth 10 – 17 (55,579)
 - All Youth of Color = 33%
 - African American = 12%
 - Hispanic / Latino = 15%
 - Asian = 5%
 - American Indian / Alaska Native = 1%

Proven Strategies – Sedgwick County

- Objective Detention Screening Instrument
- Detention Advocacy Service (DAS) – Defense
- DAS Case Management Alternative
- Detention Alternatives - residential or home options
- Results – 45% diversion from secure detention
- Success Rates – 85%

Sedgwick County Strategic Innovations

- Community Engagement
 - Reducing DMC Arrests
 - Reducing Arrests at Schools for Minor Offenses
- Graduated Responses
 - Reducing Use of Juvenile Detention as a Sanction
- Cultural Competence
 - Making diversity a business imperative in policies and practices throughout the Corrections Dept.

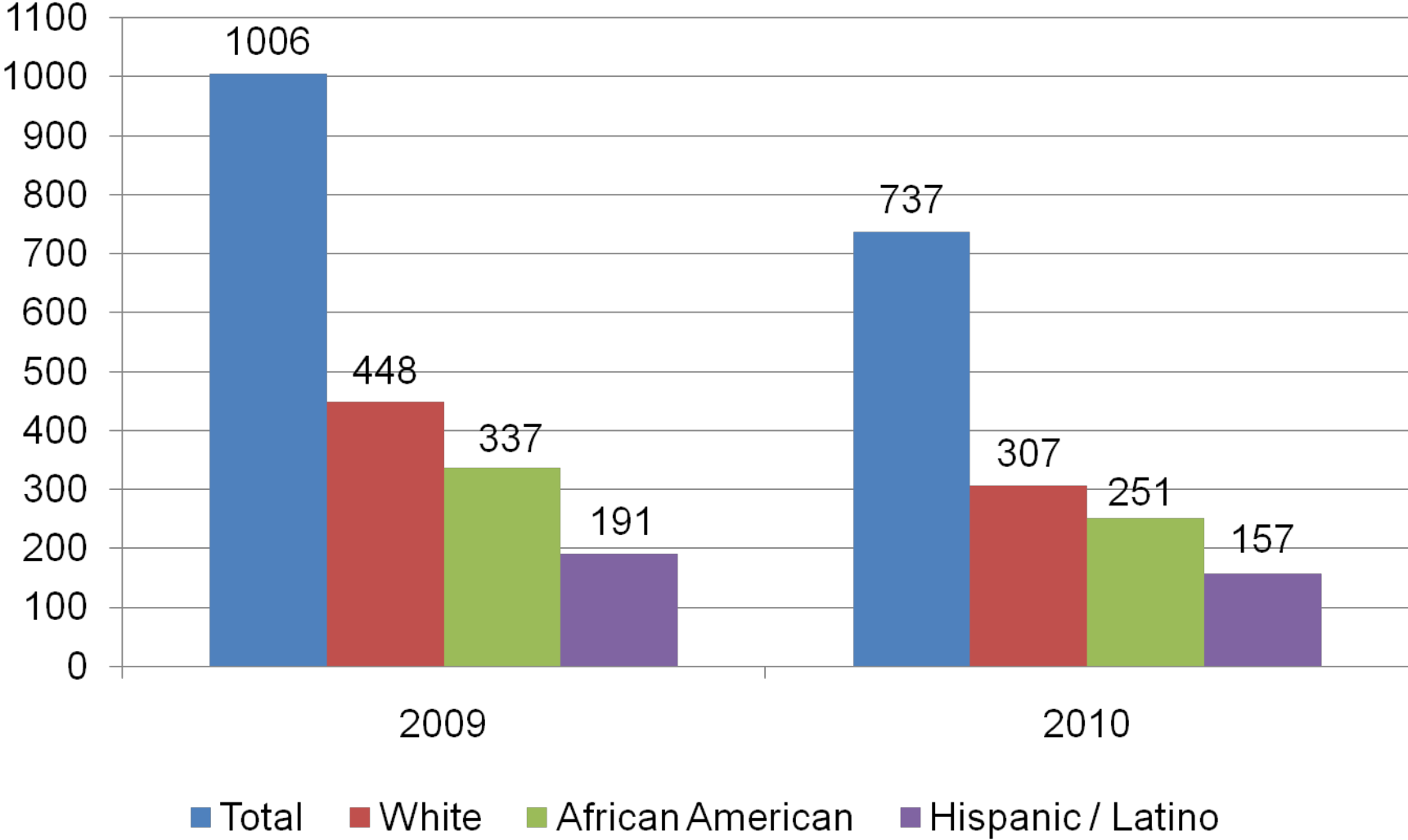
Reducing Arrests for Specific Offenses



- Shoplifting Arrest Strategy (No Cost)
 - Incorporated a curriculum into an existing juvenile delinquency prevention school-based provider
- Disorderly Conduct Arrest Strategy
 - Strengthened collaboration and partnerships – schools, police, community (AAC), juvenile justice systems (TA)

RESULTS

Sedgwick County Juvenile Arrests (Theft < \$1000)



School Arrest Diversion

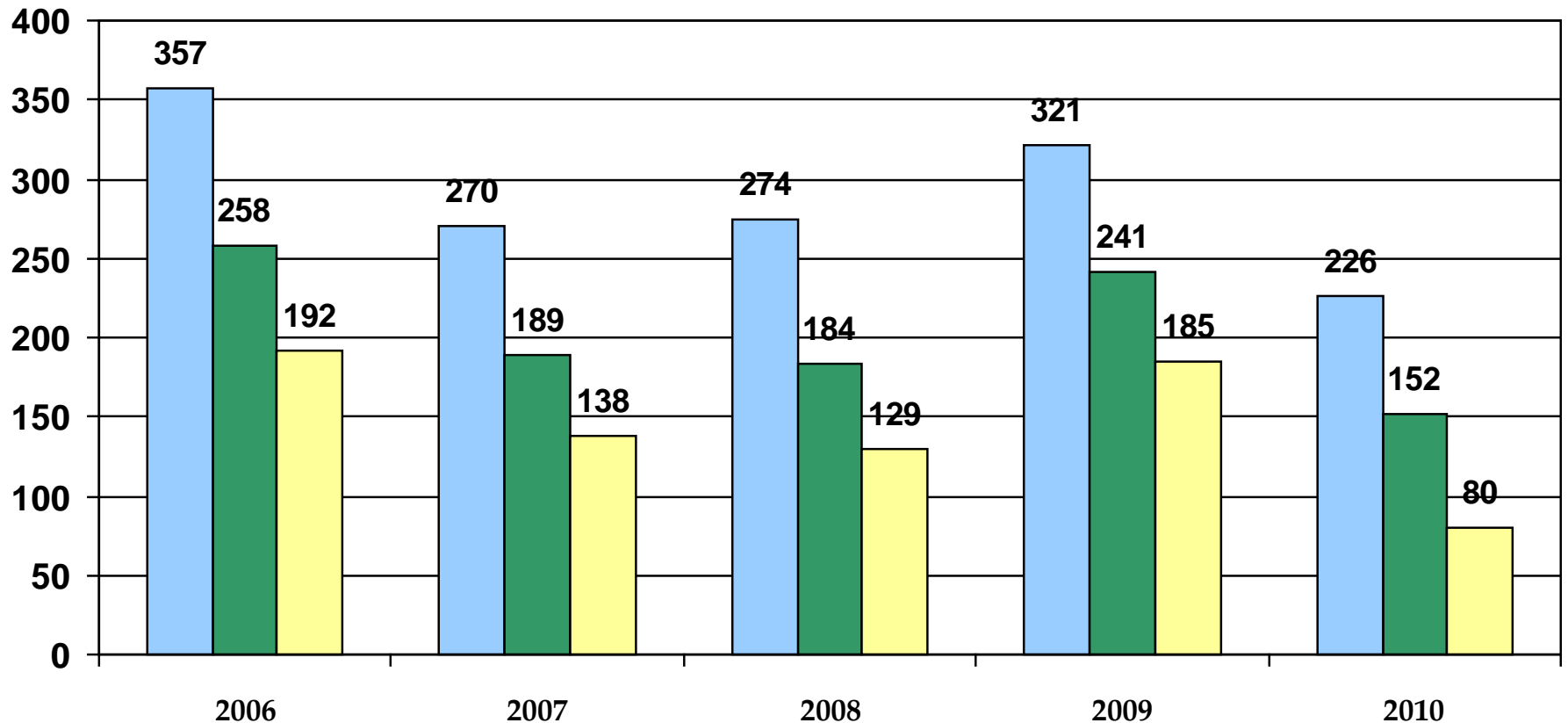
- Community Engagement – Family Strengthening Summit (African American Coalition)
- Speaker – Judge Steven Teske, Clayton Co. Model
- Established Juvenile Justice Education Liaison
- Technical Assistance Workshop
- Team Justice – Ad Hoc Committee



Interventions:

- 1st Step MOU – Alternative Schools (January 2010)
- Agreement to Appear Alternative for Minor Offenses
Partners – AAC, USD 259, WPD, DOC/JIAC, (DA's Office)
- MOU – Wichita Public Schools (August 2011)
50,000 students / 100 buildings

Sedgwick County Disorderly Conduct Arrests



■ # of Intakes at JIAC for Disorderly Conduct ■ Arrest Location = School ■ # from USD 259

Objective Decision Making and Expanded Alternatives to Detention and Secure Placement



Rock County DMC Reduction Reforms

- Implementation of Risk/Needs Assessment Tool (YASI)
- Custody Intake Policy Reform
- Structured System of Graduated Responses
- Data-Driven Decision Making
- Increased Diversion Options
- Juvenile Justice Worker Skill Development
- School-based Diversion for low-risk delinquent offenses

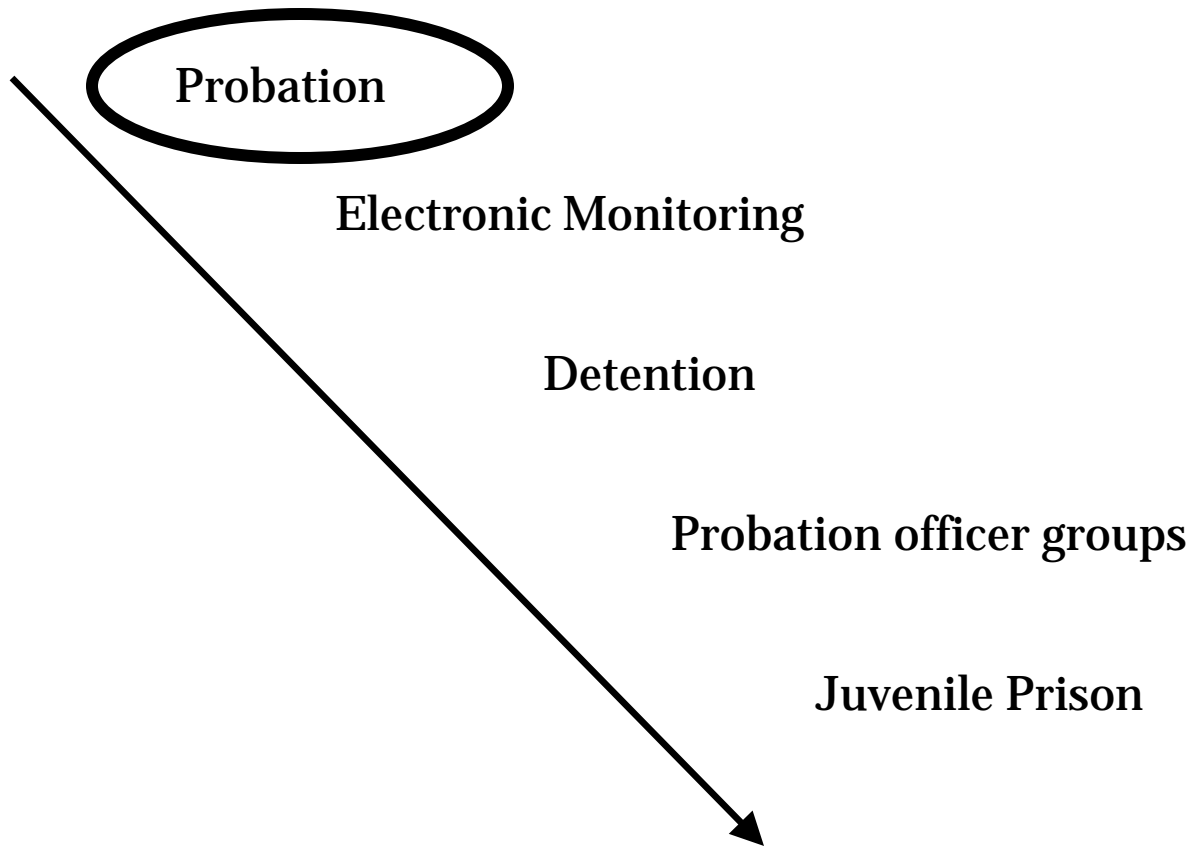
Risk/Needs Assessment and Court Sanctions

- Youth Assessment Screening Instrument (YASI)
 - Determines Risk Level
 - Identify Protective Factors
 - Identify Criminogenic Factors
 - Guides Case Planning

Risk/Needs & Case Management Tools

- Reduces worker bias
- Focus on criminogenic needs
- Focus on case plan goals & objectives
- Less focus on compliance with court rules
- Manage case loads
- Helps establish “Professional Alliance” between client and juvenile justice worker

Rock County JJPS Look Back: 2002



Rock County Juvenile Justice System: 2011

Early Intervention Program

Beloit / Janesville Middle School Partnership

Community Service

Probation

Aggression Replacement Treatment

AODA Treatment

EM/ISP

Independent Living

PEEPS

Evening /Weekend Report

Model Policy and Procedures

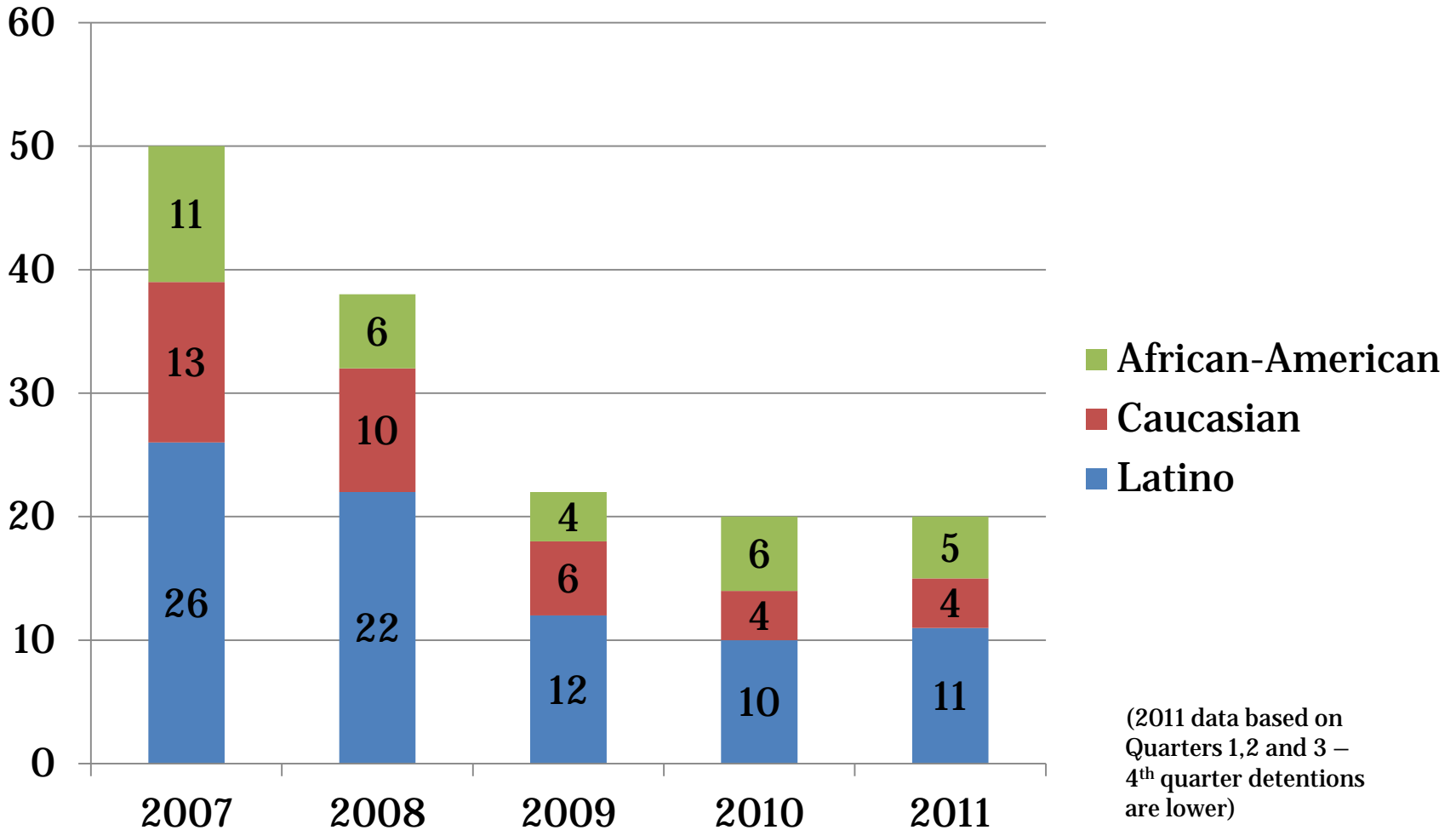
FUTURE JJ SYSTEM IMPROVEMENT

1. Alternative to Corrections
2. Child Psychiatry
3. FFT/MST
4. Comprehensive MH Assessment

Berks County, PA Front-End Reforms

- Translated court forms: engaged community to ensure translation sensitivity to local word choice
- More availability of court translators in juvenile court through judicial leadership
- Developed Detention Assessment Instrument to guide probation officer decisions about detention.
- Developed first pre-adjudication Evening Reporting Center in the Commonwealth.
- The results: a 60% drop in annual Average Daily Population in detention (65% drop from highest quarter 2007 to third quarter 2011)

Berks County Average Daily Population Detention Reductions



Evening Reporting Center



Detention Reductions

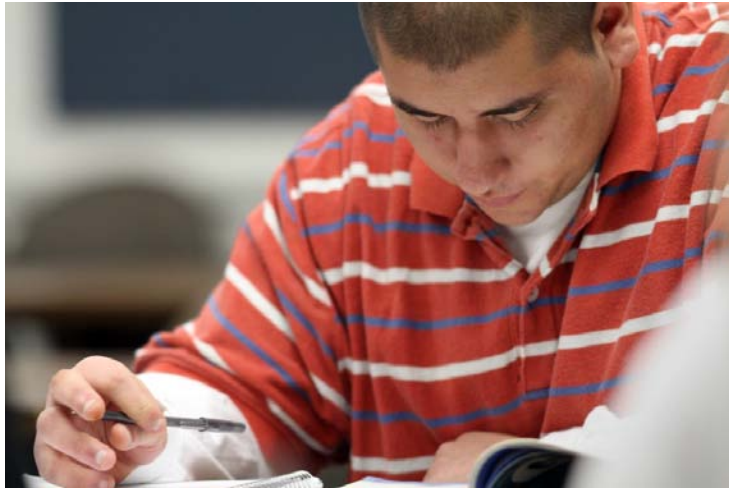


- Have allowed the County to:
 - Eliminate 24 of 72 detention beds
 - Re-establish shelter care for child welfare and juvenile justice using space at the detention center
 - House some youth charged as adults
 - Repurpose parts of the facility for non-secure use

Berks County Placement Reductions

- Increased use of Multisystemic Therapy and other local alternatives to out of home placement
- Now engaged in project with Georgetown to assess effectiveness of post-adjudication programs
- Established Deputy Chief as gatekeeper for placement with philosophy of reducing out of home placement and instituted YLS risk/needs tool
- The result: a drop from 339 placements in FY 2006-07 to 123 in FY 2010-11. (75% youth of color)
- Savings of over \$2 million per year

Berks County Other Related Efforts



- YouthBuild
- Work with Reading Public Schools to establish Positive Behavior Interventions and Supports (PBIS) in schools
- Increased state and local oversight of alternative schools where court-involved youth routinely sent (including night school)



Graduated Responses to Increase Performance of Youth Under Court Supervision

Rock County: Graduated Sanctions & Incentives

- A balanced approach
- Tracking
- Focusing on “Responsivity”
- Barriers
 - Chronic technical violators
 - Runaway female offenders

Rock County Alternative Sanctions

- Evening Report
- Weekend Report
- Aggression Replacement Training
- Electronic Monitoring
- In-Home Support Services
- Allow for worker creativity
- Focus on “skill building”
- Wraparound services

Court Sanctions Oversight

COURT SANCTIONS REQUEST FORM

Client Name: _____

DOB: _____ Gender: Male Female Race W

Why on Supervision: _____

Risk Level: Low Risk

Reason for Sanction: _____

Alternatives to Sanctions Considered/Attempted: _____

Sanction Requested: _____

How Does Sanction Address Juvenile's Primary Risk Domain(s):

Juvenile Justice Specialist: _____

Date: _____

Approved

See me

Juv. Just. Supv.
Jeremy Brown

Date: _____

Sanction hearing date/time _____

Weekend Report Program

- 75 Youth Served
- 48 Males: 60% Cauc, 30% AA, 10% Hispanic
- 27 Females: 55% Cauc, 30% AA, 15% Hispanic
- Female Days Served: 81 days ordered, 64 successfully served 80% success rate
- Male Days Served: 134 days ordered, 116 successfully served 86% success rate
- Total Days Ordered: 215
- Total Days Served: 180
- Overall successful completion rate: 84%

Rock County: Use of Secure Detention 2010

- Black youth sanctioned to secure detention for VOP down 31.6%
- Minority sanctions to secure detention for VOP down 35%
- Total admissions to secure detention down 44.7%
- White detention admissions, down 10%
- Hispanic detention admissions down 63%
- Total ADP of secure detention was down 11.6%
- ADP for Youth of Color was down 20.2%
- White ADP was down 3.8%
- Black ADP down 30.1%
- State corrections placements down by 80% since 2007

Sedgwick County: Detention of Probation Violators Reforms

- Strategy – Graduated Response and Incentives Policy
- Barrier – Zero Tolerance Probation Orders
- Strategy – Weekend Alternative Program (cognitive)
 - Yr. 1 – 253 served, 94% completion
 - Yr. 2 – 206 served, 90% completion (YTD 10 months)
- Race/Ethnicity – Youth of Color 59%; W 41%; AA 37%; H 19%
- Gender – Male 76%, Female 24%
- **Results** – Detention Sanctions for probation violations:
 - Yr. 1 – 6% reduction
 - Yr. 2 – 29% reduction YTD (10 months)
- Secure Detention ADP – 2007 73; 2010 67; 2011 59 (YTD 10 months)

Sedgwick County Placement Reductions

- Combination of:
 - reducing arrests and filings
 - uniform risk assessment throughout the system
 - early interventions to community programs w/EBP
 - evidence based programming in intensive probation
 - use of incentives and graduated responses for violations
 - staff and stakeholder training (site visits)
 - employee performance evaluations
 - policy and practice oversight with policy teams
- Has contributed to reduction in out of home placements from an average of 300 in 2004-2006 to 179 in 2010.

DMC / Juvenile Justice

ActionNetwork
A Project of
ModelsforChange



Probation Agency Culture Change: Staff Buy-In, Skill Development, and Cultural and Linguistic Competence

Sedgwick County DOC Cultural Competence

- Added Diversity Goals to Strategic Plan
- Developed and Implemented 4-Phase Training (working on 5th Phase)
- Made Training Mandatory for All Employees
- Established MEET Model and Expectations
- Performance Evaluations Include MEET Goals
- **Results:** Staff make-up closely represents community, 91% employees report feeling respected and heard in the workplace
- Diversity and MEET Model training now mandatory for all County new hires (goal is all employees)

Sedgwick County M.E.E.T. Model

Make time to discuss

Explore the differences

Encourage respect

Take personal responsibility

Lancaster County Probation Department Culture Change

- Diversity Trainings – Working with African Americans/Working with Latinos
- Spanish Classes for Staff
- Staff Retreat – Graduated Response
- Understanding DMC

Rock County: Agency Culture Change

- New skills
- Accountability for using new strategies
- Opportunity for discussion and pushback

Contact Information

Lance Horozewski, Manager
Juvenile Justice Serv. Division
Rock County Human Services
(608) 758-8430
Horozews@co.rock.wi.us

Sherry L. Lupton, Supervisor
Office of Juvenile Probation and
Parole, Lancaster County
(717) 299-8161
LuptonS@co.lancaster.pa.us

Mark Masterson, Director
Sedgwick County Department of
Corrections
(316) 660-7014
mmasters@sedgwick.gov

Lisa Garry, JDAI/DMC Coordinator
MD Department of Juvenile
Services
(410) 230-3156
garrylm@djs.state.md.us

Dana Shoenberg, Deputy Director
Center for Children's Law and Policy
(202) 637-0377, x 107
dshoenberg@cclp.org

For publications from the DMC
Action Network, including the
DMC eNews, please visit
<http://www.cclp.org/DMC.php#Publications>