



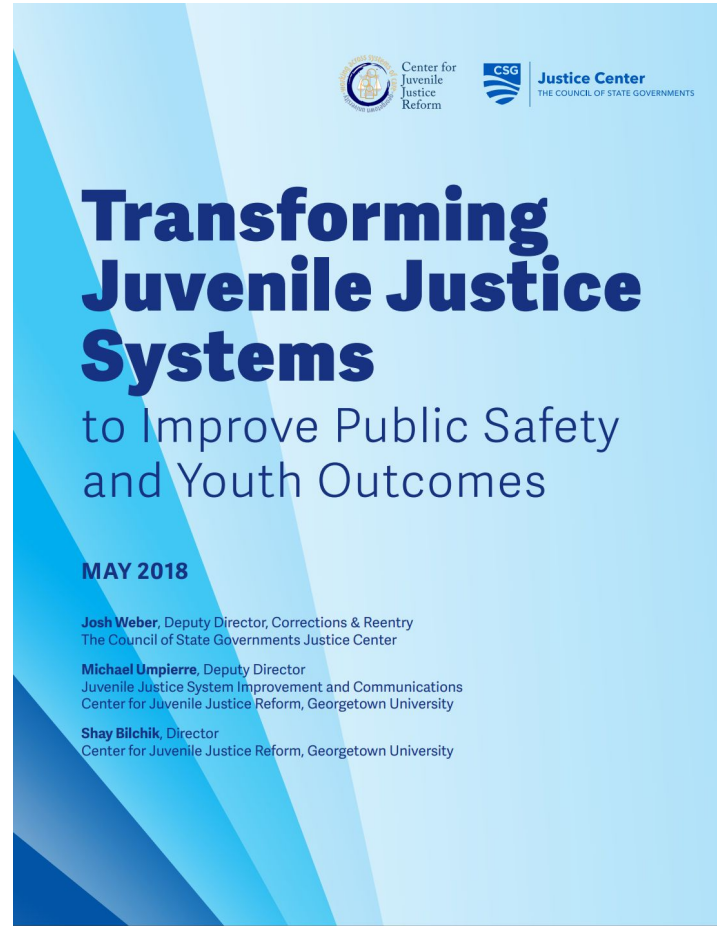
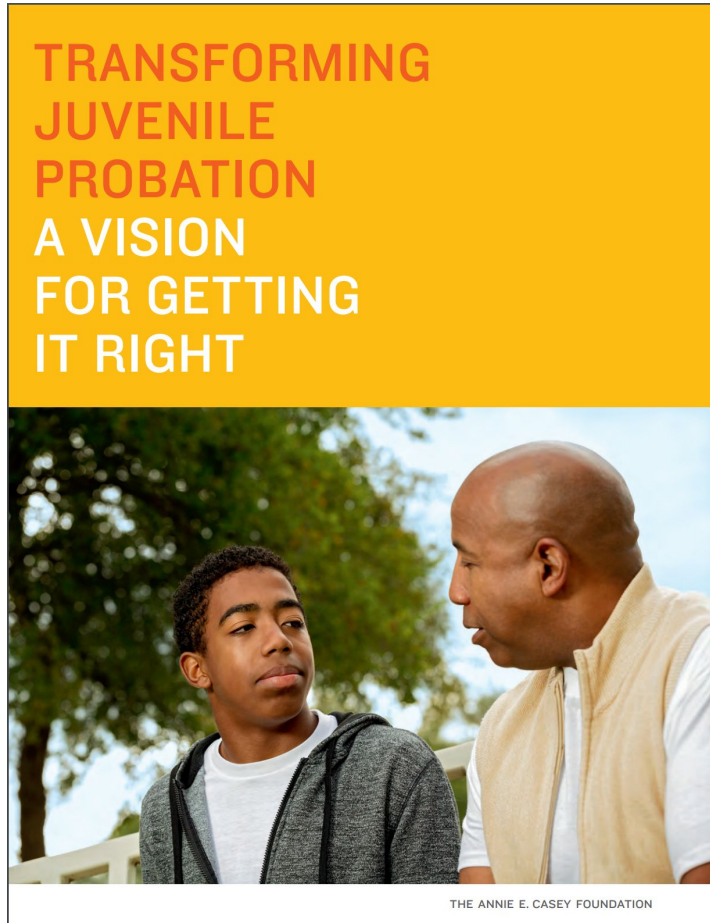
Department of Community Justice  
**Juvenile Services  
Division (JSD)  
New Initiatives**

Update to Local Public Safety  
Coordinating Council

October 14, 2019

Deena Corso

# Transforming Juvenile Probation



<https://www.aecf.org/resources/transforming-juvenile-probation/>

<https://cjjr.georgetown.edu/wp-content/uploads/2018/05/Transforming-Juvenile-Justice-Systems-to-Improve-Public-Safety-and-Youth-Outcomes.pdf>



# Transforming Juvenile Probation: A Vision for Getting it Right

- Published in 2018 by the Annie E Casey Foundation
- New Vision for Juvenile Justice
  - Promoting personal growth, positive behavior change and long-term success
  - Protecting public safety
  - Employing measurable objectives
- Expanding and Improving the Use of Diversion
  - Which youth should be diverted?
  - When should youth be diverted? By whom?
  - What should diversion entail?
  - How should diversion differ from probation supervision?
  - Who should oversee diversion programming?
  - What should happen if youth fail to complete their diversion agreement?
  - How should probation departments interact with diversion?



# Transforming Juvenile Probation: A Vision for Getting it Right

- Reinventing Probation to Foster Youth Success
  - Smaller caseloads focused on success
  - Rewards for goal achievement and positive behavior
  - Limited and constructive use of rules and sanctions
  - Commitment to racial and ethnic equity
  - Collaborative family-engaged case planning
  - A focus on family
  - Positive youth development
  - Community connections
  - Minimized use of confinement and placement, and never for probation violations
  - Avoidance of damage of system involvement
  - Limited periods of supervision
  - Accountability for results



# Transforming Juvenile Justice Systems to Improve Public Safety and Youth Outcomes

- Published by CSG Justice Center and Georgetown Center for Juvenile Justice Reform (CJJR) in May 2018
- Identified Six Strategies:
  1. Decriminalize status offenses and automatically divert all youth who commit certain offenses and are screened as low risk from court involvement
  2. Develop professional standards and supports to cultivate a dedicated cadre of juvenile court judges and attorneys
  3. Tie conditions of supervision directly to youth's delinquent offenses and eliminate the practice of filing technical violations of probation and parole
  4. Redefine the primary function of community supervision as promoting positive youth behavior change
  5. Focus case planning and service delivery on strengthening youth's connections to positive adults, peers, and community supports
  6. Use data and predictive analytics to guide system decisions and hold supervision agencies, courts, and service providers accountable for improved youth outcomes



# Transforming Juvenile Probation Certificate Program

Over the past two decades, juvenile justice systems in the United States have seen significant advancements—juvenile arrest rates have dropped to historical lows, incarceration rates have been halved, and an increasing number of agencies have implemented evidence-based strategies. Despite these gains, however, ***recidivism rates remain unacceptably high for youth under system supervision***, and resources invested in supervision and services have not consistently produced improved outcomes.



# Transforming Juvenile Probation Certificate Program

A key reason that jurisdictions struggle to improve outcomes for youth in the juvenile justice system is that *the most common disposition—probation—remains largely unexamined and unchanged*. Probation is often the default disposition for many youth whose needs could have otherwise been met through diversion or other non-probation responses. Once on probation, youth frequently face a litany of rules and orders disconnected from the offense and the goal of recidivism reduction, as well as system responses that are counterproductive, such as being detained for technical violations despite not presenting increased dangers to public safety. Further, and as an overarching issue, current probation practice often fails to provide positive youth development opportunities that assist youth in achieving the developmental milestones of adolescence and perpetuates racial and ethnic disparities.



# Transforming Juvenile Probation Certificate Program

Some states and locales have made efforts to employ more research-based supervision and service strategies. Yet, few jurisdictions have fundamentally questioned the purpose and goals of probation, and sought to fully shift the role of officers away from surveillance and sanctions and ***towards a focus on promoting personal growth, positive behavior change and long-term success for youth***. This is a missed opportunity. Juvenile justice systems cannot expect to significantly improve public safety and youth outcomes; employ resources more efficiently; or reduce the disparate treatment of youth of color by simply making minor adjustments to current approaches.





# Transforming Juvenile Probation Certificate Program

To address this challenge, the Center for Juvenile Justice Reform (CJJR) and the Council of State Governments (CSG) Justice Center, in collaboration with and through the funding support of the Annie E. Casey Foundation (Casey), have developed the Transforming Juvenile Probation Certificate Program. ***The goal of the Certificate Program is to guide and support teams from state and local jurisdictions—including probation leadership, judges, attorneys, and other key stakeholders—to fundamentally transform their system-wide approach to probation.***

JSD applied, and was selected, to participate in the program's inaugural cohort in November 2019. The team consists of representatives from JSD, judiciary, district attorney's office, defense bar, law enforcement, and community partners.



# Transforming Detention

Performance-based Standards (PbS) data highlighted that our utilization of isolation/room confinement exceeds national standards.

When we started to limit the use of isolation, staff and youth assaults increased.

JSD seeks to improve the safety and well-being of both youth and staff in our juvenile detention facility, as measured by:

- Decrease the number of assaults on youth and staff
- Decrease the number of injuries to youth and staff
- Decrease the use of physical interventions and restraints
- Decrease the use of room confinement



# Transforming Detention

JSD's current behavior management system is outdated and not consistent with best practices.

A group of staff and managers was tasked with researching and recommending a new behavior management model. Parameters were that the model must be evidence-based and shown to be effective at improving safety and reducing the use of room confinement.

Over four months, they conducted research, made phone calls to detention centers around the nation, and went on two site visits to learn and ultimately recommend a new model.



# Rational Behavior Training (RBT)

- Successfully implemented in numerous detention facilities throughout Michigan, Illinois and California.
- Goal of the behavior program is to modify behavior by encouraging youth to examine beliefs and thinking patterns that precede their problem behavior.
- Cognitive Behavioral Framework: Fundamental assumption that thinking and attitudes influence our behavior, and therefore we can change behavior by changing thought patterns and attitudes.



# Rational Behavior Training (RBT)

- Creates an environment that manipulates and manages consequences and key behaviors by reinforcing new positive behaviors and extinguishing old negative behaviors.
- Desirable behaviors are increased through the use of positive reinforcement:
  - Effective praise
  - Coupons: tangible reinforcer for positive behavior
  - Points and grading: provides feedback to the youth



# Rational Behavior Training (RBT)

- Inappropriate/negative behavior is extinguished through the use of timeouts and extended timeouts
  - 5 minute timeout (most basic and common type)
  - 30-5 minute timeout (used when a youth is unable to calm down and accept responsibility in 5 minute timeout)
  - 30-30-5 timeout (used when a youth engages in a direct violent or provocative threat - beyond normal “venting” - or act of aggression, requires a restraint, causes serious damage, or possesses contraband compromising safety & security)



# Rational Behavior Training (RBT) Tools

RBT TOOL	WHEN TO USE?
<b>Rational Self-Analysis (RSA III)</b>	<ul style="list-style-type: none"> <li>• The RSA is the basic RBT tool, currently in its third revision</li> <li>• This is the tool of choice for new residents who have never been detained</li> <li>• It is the normal tool to give a resident after a 30-30-5</li> </ul>
<b>Targeted Thinking Report (TTR)</b>	<ul style="list-style-type: none"> <li>• The TTR focuses on a single specific inappropriate behavior take is starting to occur regularly</li> <li>• Looks for connection of this pattern to patterns on the outside</li> <li>• Most appropriate for a resident who has been detained for a while, and has amassed a history of a particular inappropriate behavior that keeps on happening.</li> </ul>
<b>Personal Self-Change Exercise (PSCE)</b>	<ul style="list-style-type: none"> <li>• The PSCE identifies a particular significant problem behavior.</li> <li>• The PSCE focuses on the changes in thinking and beliefs that would enable this behavior to change, and the different outcomes that would result.</li> </ul>
<b>Scope of Consequences Worksheet (SCW)</b>	<ul style="list-style-type: none"> <li>• The SCW takes one target behavior and focuses the past, present and future consequences that result from this behavior.</li> <li>• Most appropriate after a significant target behavior has been identified.</li> <li>• Useful for someone who struggles with understanding the long term consequences of his/her behavior, and where thinking about the consequences may impact future behavioral choice.</li> <li>• Helpful with residents who can only see outcomes accruing to themselves, are self-centered and lack the ability to empathize.</li> </ul>
<b>Anger Self-Analysis (ASA II)</b>	<ul style="list-style-type: none"> <li>• Requires familiarity with most of the material in the group manual <i>My Anger Is My Friend</i></li> <li>• Most useful when the target behavior is impulsive, or explosive anger</li> <li>• Requires more serious thought on the part of the resident to be effective, and would be useful with residents with some experience with the cognitive behavioral process.</li> <li>• Covers situations where behavior is not a function of thinking/beliefs but a biological response geared in psychological self-defense and preservation.</li> </ul>



## Rational Behavior Training (RBT) Next Steps

- Readiness Assessment conducted Sept. 23-25, 2019 and recommended specific steps to ensure a successful implementation:
  - Invest in Staff
  - Invest in Training
  - Invest in Communicating the Plan and the Process
- Foundational training recommended includes:
  - Adolescent and brain development
  - Basic behavior management principles
  - Creating a culture of caring
  - Vicarious trauma and trauma-informed practices
  - Creating safety





Questions?

