

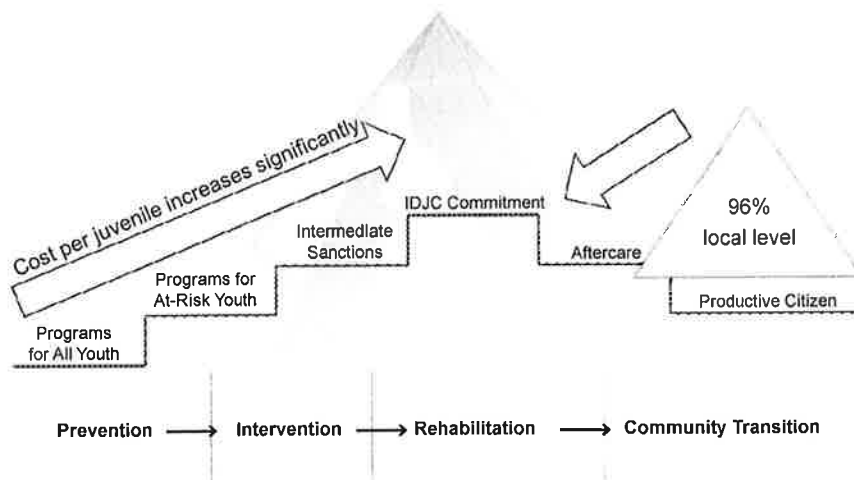
Idaho Department of Juvenile Corrections

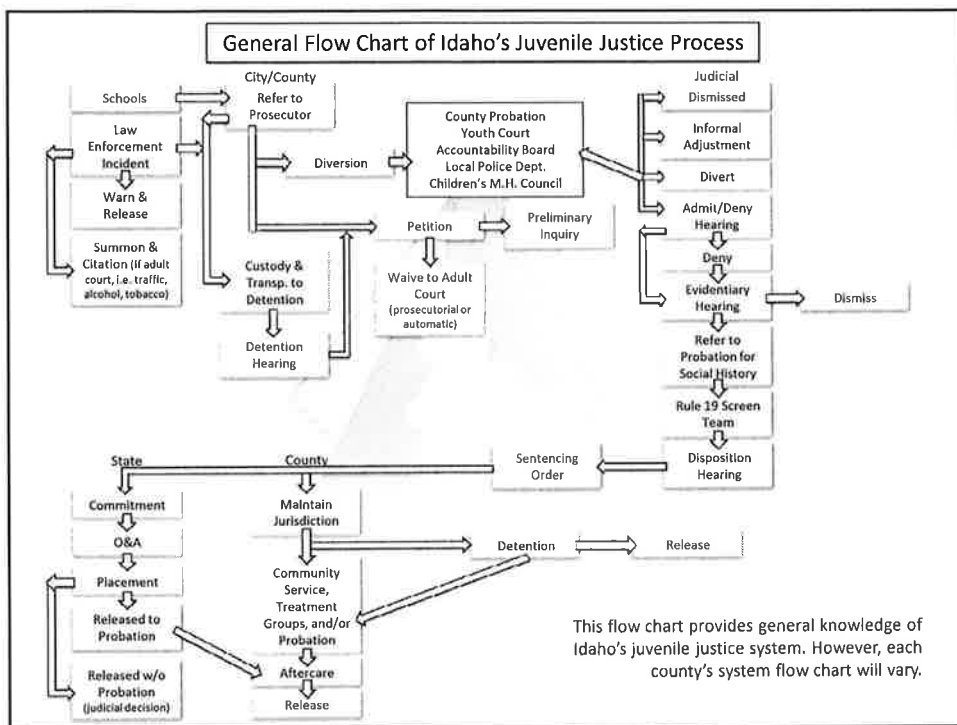
Senate Judiciary and Rules Committee

Sharon Harrigfeld, Director
January 18, 2017

Developing productive citizens in partnership with communities, through juvenile crime prevention, education, rehabilitation and reintegration

Develop a well-structured system that addresses the needs of juvenile offenders, their families, and the safety of community







Diversion

DIVERTING IDAHO'S YOUTH FROM THE COURTS

- Training on diversion best practices - statewide
 - Models for Change
 - ✓ Juvenile Diversion Guidebook
 - ✓ Risk Assessment in Juvenile Justice
- Legislation in 2016
 - Idaho Code 20-511
 - ✓ Informally adjust a petition and dismiss upon successful completion of conditions

IDAHO DIVERSION FORUM
APRIL 12, 2017
 CLE and POST credits may be available in conjunction with the Idaho State Prevention & Support Conference
April 13-14, 2017, Sun Valley, ID

National and Local Prosecutors will information geared toward:
 Judges
 Prosecutors
 Defense Attorneys
 Probation/Diversion Officers
 Police/School Resource Officers
 Student Administrators

- District court and the juvenile court development and why a new approach is needed
- Develop new strategies for working with juvenile status offenders
- Explore other programs available to divert juvenile offenders

Scholarship & Registration information will be distributed January 2017
 For questions or more information, contact Christie at 208.333.1414 or christie@idspc.com

Community Incentive Programs

Supporting families and communities as they address juvenile delinquency strengthens local values while ensuring the use of best practice approaches.

➤ Critical elements of Justice Reintegration Principles used in IDJC Community Incentive Programs include:

- Collaboration between practitioners and families
- Evidence-based approaches
- Making and protecting investments in youth

State Fiscal Year 2016

- 457 Juveniles Served
- \$655,000 spent (\$1,500 per youth)
- 93% successfully completed programming

Ensure juvenile accountability through effective use of evidence-based practices

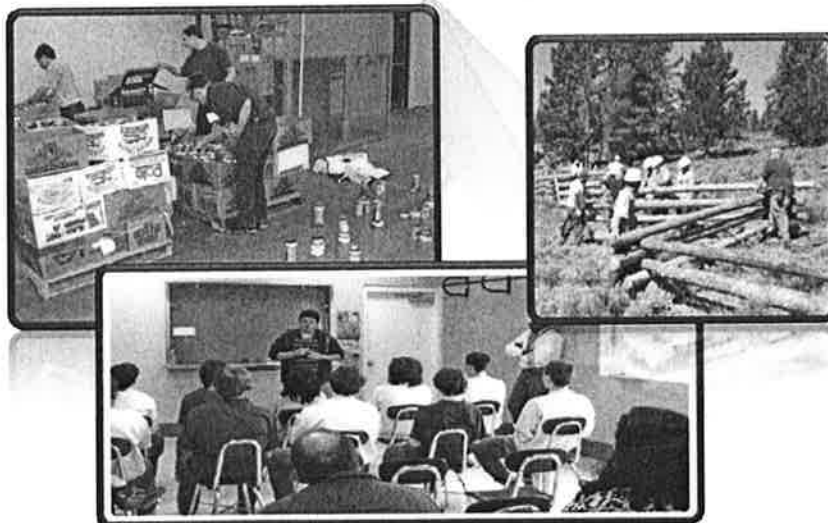
- Evidence-Based Risk and Need Assessments
- Positive Peer Culture (PPC)
- Dialectical Behavioral Therapy (DBT)
- Social Learning Model



Family Engagement



Ensure community protection through skills improvement of juveniles returning to the community



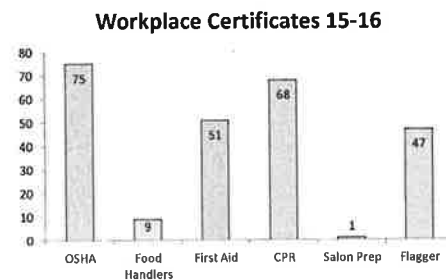
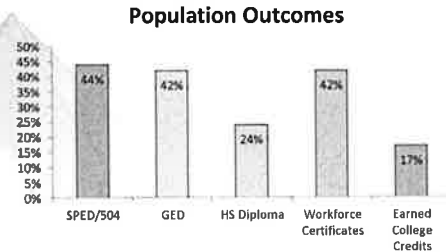
Positive Youth Outcomes

➤ 888 credits earned in the first 6 months of this school year

➤ 66% of eligible students received a High School Diploma or a GED

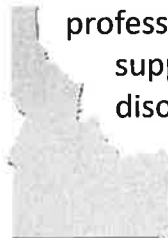
➤ Academic Increase

- 72% in reading scores
- 82% in math scores



Substance Use Disorder System

- In partnership with Idaho counties and Idaho Tribes, the IDJC dedicates appropriated funds to serve justice-involved youth with substance use disorders at the local level.
- This model is intended to provide timely screening, professional level assessment, treatment, and recovery support services for juveniles with substance use disorders that do not require commitment to the IDJC.



Substance Use Disorder System

State Fiscal Year 2016

- Total appropriation \$4,042,500
- 1247 juveniles served
- \$3,579,410 spent

State Fiscal Year 2017

≈December 2016

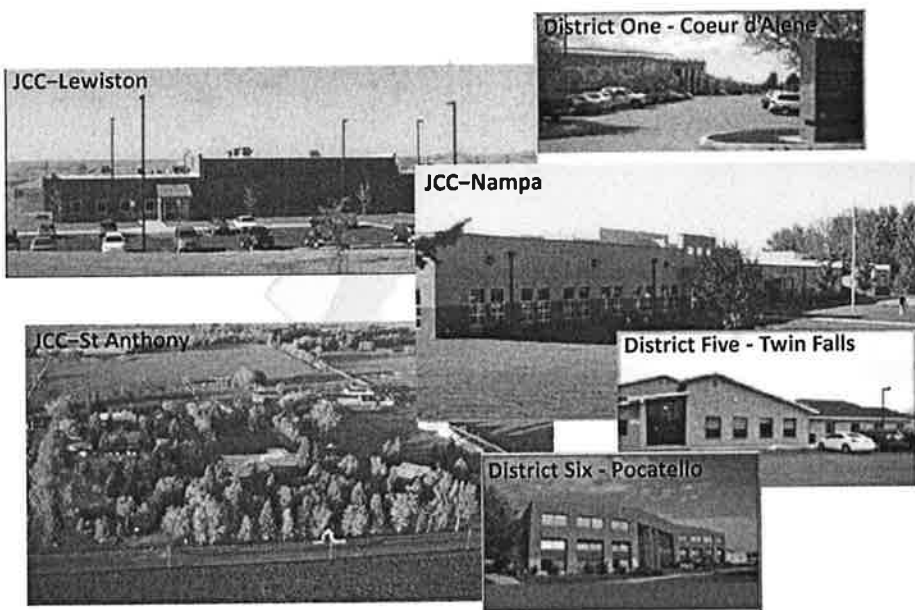
- Total appropriation \$3,154,900
- 514 juveniles served
- \$1,291,674 spent

- \$2,650 per juvenile in community
- \$102,000 per in-custody juvenile

JJ SUD Treatment	Expenditures SFY 2016	Juveniles Served SFY 2016
Assessment	\$ 124,372.13	563
Outpatient	\$ 423,845.25	465
Intensive Outpatient	\$ 233,355.48	152
Residential	\$ 2,142,774.90	158

*Note: Some juveniles received services in more than one level of care throughout their treatment.

Strengthen and support all resources within IDJC



Goal: Strengthen and support all resources within IDJC.

Objective: Increase leadership and professional capabilities of IDJC.

Performance Measure:

Maintain staff turnover at or below the average for state agencies.

Outcomes:

FY17 YTD Turnover is 13% below state turnover
(same time one year ago IDJC was 17% above state turnover)

IDJC	= 7.04
State	= 8.10

Employee Engagement:

Mission	5% Improvement
Morale	8% Improvement
Values	9% Improvement
Communication	7% Improvement

(Oct 2016 compared to Oct 2015)



WHAT GETS MEASURED GETS MANAGED

Initiatives:

- Implemented IMPACT job fit assessment
 - Improve quality of hiring for direct care staff positions
 - 1 out of 4 applicants screened not suited for this type of work
- Invested ongoing salary savings to raise Safety & Security and Rehab Tech pay levels
 - Improved attraction and retention
- Annual employee engagement survey
 - Provides tangible information to help us address employee perceptions related to the agency's mission, employee morale, values, and communication
- Implemented a "Stay Survey" conducted at four months of employment
 - Helps us improve our employee on-boarding process to help new employees be successful
- Invested in staff development
 - Certified Public Manager – six staff currently attending
 - Added Crucial Conversations training to Supervisory Skills training (over 95% of supervisors have completed the training)



Motivation is the force that initiates, guides, and maintains goal-oriented behaviors