

(2022-2023) Annual Plan

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County Name: Sonoma

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Instructions:

Government Code Section 30061(b)(4) and Welfare & Institution Code Section 1961(b) call for consolidation of the annual plans required for JJCPA and YOBG.

Please submit your most up-to-date consolidated plan. The following is a standardized template for a consolidated county plan. If you find it helpful to use this template, please do so. Each field must be completed before submitting your plan to the BSCC. If you have nothing to report for a field, please indicate 'N/A'. At the end of the template please press the 'Submit' button to be recorded with the BSCC. Your work will be saved each time you log in, if you need to make any edits.

Your Submission will be posted, as submitted, to the BSCC website. Marcella.Chandler@sonoma-county.org

If you have any questions on completing your annual plan, or wish to use your own plan, please email:

JJCPA-YOBG@bscc.ca.gov

Juvenile Justice Plan

Part I. Countywide Service Needs, Priorities and Strategy

- A. Assessment of Existing Services
- B. Identifying and Prioritizing Focus Areas
- C. Juvenile Justice Action Strategy
- D. Comprehensive Plan Revisions

Part II. Juvenile Justice Crime Prevention Act (JJCPA)

- A. Information Sharing and Data Collection
- B. Juvenile Justice Coordinating Councils
- C. Funded Programs, Strategies and/or System Enhancements

Part III. Youthful Offender Block Grant (YOBG)

- A. Strategy for Non-707(b) Offenders
- B. Regional Agreements
- C. Funded Programs, Placements, Services, Strategies and/or System Enhancements

Part I. Service Needs, Priorities & Strategy (Government Code Section 30061(b)(4)(A))

A. Assessment of Existing Services

Include here an assessment of existing law enforcement, probation, education, mental health, health, social services, drug and alcohol, and youth services resources that specifically target at-risk juveniles, juvenile offenders, and their families.

In 2018, the Sonoma County Probation Department explored ways to assess its existing services for juveniles and their families. Seeking an assessment that would be comprehensive, the Department sought an approach that would address all aspects of the Juvenile Justice Continuum. In early 2019, in partnership with the Council of State Governments (CSG), the Sonoma County Improving Outcomes for Youth (IOYouth) Initiative was undertaken. IOYouth is a data-driven project that helps states and counties align their policies, practices, and resource allocation with research proven methods. The CSG began conducting a comprehensive review to determine how well the Sonoma County juvenile justice policies and practices aligned with those shown to work in improving outcomes for youth while using resources efficiently.

The IOYouth Initiative launched in February 2019, a yearlong process whose aim was to create an action plan for implementing key system improvements. With guidance from CSG, the IOYouth Task Force was formed. The Task Force included a varied and diverse set of stakeholders including Sonoma County District Attorney and Public Defender representatives, the Presiding Juvenile Court Judge, Law Enforcement, and the Sonoma County Office of Education, Sonoma County Human Services, Sonoma County Behavioral Health, Probation leadership, Community-Based Organizations (CBOs) and the County Administrator's Office. CSG conducted their first site visit on May 7-9, 2019, and focused on collecting qualitative data on the front-end of the system (how youth are referred to probation, initial case processing decisions).

The IOYouth Task Force convened their first meeting on May 9, 2019. At the meeting, CSG introduced the IOYouth Initiative in more detail, with an anticipated timeline and guided the group on a walkthrough of the Juvenile Justice System and solicited input on parts of the system that ought to receive particular focus moving forward. CSG stated that the following series of meetings through March 2020 would lay out all of their findings and facilitate group discussion and goal development that would result in a set of goals and priorities for the Comprehensive Multi-agency Juvenile Justice Plan (Plan).

At the second IOYouth Task Force Meeting on August 29, 2019, CSG shared key takeaways from their analysis of the front-end of the system. At the third IOYouth Task Force Meeting on December 3, 2019, CSG shared its key takeaways from their analysis of the Juvenile Justice Center's detention policies and practices. During the fourth IOYouth Task Force Meeting on January 28, 2020, CSG provided the group their assessment of Probation Camp and services for youth supervised in the community.

The fifth and final IOYouth Task Force Meeting on March 4, 2020, allowed CSG to summarize its recommendations arising from their overall analysis of Sonoma County's Juvenile Justice policies and programs:

- Diversion
- Detention Decision Making and Alternatives to Detention
- Juvenile Hall Services
- Probation Supervision
- Family Engagement and Case Planning
- Community-based and Camp Services
- Data Collection

Describe what approach will be used to facilitate collaboration among the organizations listed above and support the integration of services.

Collaboration among the key juvenile justice organizations will be facilitated primarily by the Juvenile Justice Coordinating Council (JJCC). On May 14, 2020, the JJCC prioritized and adopted recommendations from the IOYouth Task Force as collected in the Comprehensive Multi-agency Juvenile Justice Plan (Plan).

The Sonoma County JJCC meets quarterly and, consistent with Welfare and Institutions Code (WIC) Section 749.22, includes: Law Enforcement representatives from the Santa Rosa Police Department and Sonoma County Sheriff's Office, a designee from the Sonoma County Board of Supervisors, the Juvenile Court Presiding Judge, Attorneys from the offices of the Sonoma County Public Defender and District Attorney, Sonoma County Behavioral Health, Sonoma County Human Services-Family, Youth, and Children Division, Community-based Service Providers, Sonoma County Office of Education, Sonoma County Juvenile Division Leadership and the Chief Probation Officer. JJCC participants joined work groups tasked with implementing the prioritized recommendations, meeting at regular intervals during the remainder of 2020, at quarterly intervals through 2021 and into 2022. Highlights from that timeframe are provided below.

The first JJCC meeting following adoption of the Plan occurred on August 12, 2020, and the following updates from the Council included:

- Diversion – The first priority is creation of formal Diversion policies, action steps were determined and potential workgroup members were identified.
- Detention Decision Making and Alternatives to Detention – This workgroup reviewed recommendations to its Detention Risk Assessment Instrument (DRAI) and discussed the new DRAI draft policy. Additional alternatives to detention outside electronic monitoring were slated for the coming year's plan.
- Detention Services – This workgroup assessed the range of services accessible to youth in detention and explored potential partnerships so that youth can transition to services in the community.
- Juvenile Division Equity and Training – Given the Department's impact in the community, this group's focus was refined and additional leadership was added. Additional trainings were added for Juvenile Hall and Juvenile Probation Services to provide enhanced goal support.
- Probation Supervision – Policies and procedures were analyzed to develop a plan to define the role of the Probation Officer in the juvenile justice continuum.
- Family Engagement and Case Planning – As this workgroup has significant cross over with Juvenile Hall, it wants to develop one case plan that will follow a youth throughout their probation experience. Establishment of policies, creation of surveys and ongoing assessments were top priorities.
- Camp – Camp continued to review existing processes to assess where most effective

improvements could have been made.

- Quality Assurance and Data Collection – A pilot was undertaken with a CBO partner, Child Parent Institute (CPI), using a revised method of tracking data and reporting outcomes. In addition, a data tool was began development intended to help Probation track and calculate the recidivism data.

The second JJCC meeting occurred following passage of Senate Bill (SB) 823 on September 30, 2020. SB 823 had a large impact on the JJCC and plans to adapt to the anticipated changes were discussed at length by the Probation Department and the JJCC. In addition, adoption of the Plan occurred on December 9, 2020. Related updates from the Council included:

- Juvenile Justice Realignment Subcommittee (JJRS) – SB 823 mandated realignment of local Division of Juvenile Justice youth effective July 1, 2021. The Bill also required creation of the JJRS to the JJCC. Since the changes from the Bill will overlap with the goals of the JJCC Plan, extensive consideration and planning will be required moving forward. The JJRS requirements were reviewed and solicitation made for members in anticipation of a launch meeting.
- Diversion – An established internal workgroup continued to meet monthly working on a formalized Diversion policy.
- Detention Decision Making and Alternatives to Detention – The DRAI was revised based on feedback and the manual was updated. The internal workgroup met with justice partners in February 2021 and provided an update in anticipation of a future pilot launch.
- Detention Services – At the time of this meeting, previous goals were being assessed with focus on SB 823's potential impact.
- Juvenile Division Equity and Training – At the time of this meeting, previous goals were being assessed with focus on SB 823's potential impact.
- Probation Supervision – This group reviewed the service matching data from CBOs and plans to research means to follow the behavior response system with fidelity.
- Family Engagement and Case Planning – This workgroup prioritized development of a uniform case plan template in tandem with ongoing interface improvements. The workgroup also reprioritized creation of a Child-Family Team (CFT) conference model, and related policy to begin in the current fiscal year.
- Camp – Probation Camp was temporarily un-occupied for an undetermined amount of time. The remaining youth at Camp were transitioned out at their normal time.
- Quality Assurance and Data Collection – The Results Based Accountability (RBA) pilot started with CPI, trainings for RBA were held in January and March.

The JJCC continued to meet on a quarterly basis up to the submission date of this Plan.

Meeting dates for the JJCC following passage of SB 823 were March 10, 2021, June 16, 2021, September 21, 2021, and January 19, 2022. At those meetings, there were a number of standing agenda items to keep JJCC participants informed on the progress of the Plan's goals and objectives. In addition to the standing agenda items, participants would submit items of interest for discussion such as updates related to new legislation, new populations being

introduced to Juvenile Hall, and changes to the JJCC meeting format.

The most recent JJCC meeting occurred on January 19, 2022, and updates from the Council included:

- Diversion – The Diversion workgroup continues to seek new ways to expand their services to youth in Sonoma County. The Youth Diversion with Case Management Program, initially created only to serve youth and families with high needs was approved by the Board of State and Community corrections (BSCC) to include medium and low risk youth. The initial avenue for these new referrals was via a pilot program with the Santa Rosa Police Department (SRPD) but even that was expanded to include other law enforcement agencies.

Another program improvement by this group was creation and implementation of an Intake Decision-Making database. This database collects data on youth intakes ensuring that all were properly screened, as well as the outcome of the screening. Collection of this data will enable Probation to monitor how our policies are implemented, who is and is not being diverted, and where gaps may be occurring.

- Detention Decision Making and Alternatives to Detention – The revised DRAI Guide, Assessment Form, and 4.1.11 Policy were implemented during 2021 and training began in early 2022. DRAI changes were incorporated into the software platform last year and the revised assessment is in use at this time. Assessment validation will occur when the ongoing the use of the assessment has created a large enough data set to support a rigorous validation study.

- Detention Services – The Prioritized Comprehensive Multi-agency Juvenile Justice Plan goals align to the work mandated pursuant to SB 823 and the JJRS. Some strides within this group include enhanced career-based technical and higher education opportunities for youth including a proposed greenhouse and garden space. Upgrades to the physical spaces where classes occur are more conducive to focused study and learning.

Regarding programming, Juvenile Hall maintains its close relationship with the Boys and Girls Club and the REACH program that helps youth establish connections while inside and work toward assistance in the community upon release. Juvenile Hall is consistently working to provide services in-house that have been unable to sustain in the community, likely due to low referral rates. For example, five staff were trained in Girls...Moving On (GMO) which is a comprehensive intervention designed specifically for at-risk girls between the ages of 12-21 years. The program helps girls increase their motivation and provide them with new skills and personal resources. GMO uses a number of complementary approaches including cognitive-behavioral and strength-based interventions to help girls develop new skills and resources. The program also draws on Relational Theory to help participants increase their capacity for engaging in mutually supportive, empathic, and healthy relationships. By building health connections, girls have the necessary support to create and realize a new vision for the future.

Similarly, a cohort of Juvenile Correction Counselors (JCC) IIIs will be attending Cognitive-

Behavioral Intervention for Core Youth (CBI-CY) training in April. CBI-CY provides a thorough intervention that broadly targets all criminogenic needs in youth. This intervention relies on a cognitive-behavioral approach to teach individuals strategies to manage risk factors in a way that is developmentally appropriate for youth and places heavy emphasis on skill building activities to assist with cognitive, social, emotional, and coping skill development. The curriculum provides modifications so that individuals with mental illness can participate, though not dedicated exclusively to this population.

- Juvenile Division Equity and Training – Since the end of last year, all staff have taken the Chief Probation Officers of California (CPOC) training entitled, “Understanding and Addressing Implicit Bias in the Justice System.” This training is designed to help participants understand that implicit bias is an automatic association people make between groups of people and stereotypes about those groups and how they can influence behavior, making people respond in biased ways even when they are not explicitly prejudiced. Juvenile Hall staff also undertook classes on non-violent crisis intervention and de-escalation training. Future trainings and enhanced dialogues are planned in line with the goals of the Department.
- Probation Supervision – Obtained data from Intensive Case Management (ICM)/Wrap provider, working on analysis to determine reliability of service matching. Workgroup mapped out and reviewed Behavior-Response System for our technology team. New system will be added to their work plan.
- Family Engagement and Case Planning – The Child and Family Teams (CFT) policy was completed and is being implemented. Staff training on CFTs began in early 2022. A DPO III position was created to facilitate the CFT Meetings. The role of the facilitator is to help identify needed contacts, build consensus within the team, and ensure that each team members’ voices and choices are heard throughout the teaming process. This model will be used both for Probation Services youth and those in the Secure Youth Treatment Facility, as described in SB 823.

In addition to the CFT, Probation Services is looking to bolster its family engagement by hiring a bilingual Peer Navigator to support youth and families that are in or impacted by the juvenile system. This paid position will be sought out in the community, preferably by a formerly justice involved student or student with ties to a community of interest.

- Camp – This item has been removed from the Plan based on Camp’s continued un-occupancy. The priority has shifted to how to utilize the Camp facility and its robust vocational shops to serve other youth and young adult populations requiring job training skills. Outreach is ongoing to community-based organizations and non-profits to collaborate on programming.
- Quality Assurance and Data Collection – On the broadest scale, this workgroup has been diligently implementing the countywide initiative-driven Results Based Accountability (RBA) contracting and program evaluation model to its programming. RBA sets up a framework that is developed collaboratively between the Probation Department and its service providers at the

Request for Proposals phase and carries through the life of the contract relying on consistent terminology, development and evaluation tools, and data expectations.

This group has developed provider performance measures and was central to the development of the DRAI and Case Management Report, both of which are in the pilot and data collection phases.

Finally, ethnic and racial disparity data is being compiled from a target population within the SB 823 group as a part of the JJRS' Realignment Plan following a very recent discussion with the Office of Youth and Community Restoration (OYCR). This data looks at everyone adjudicated on a WIC Section 707(b) offense and their respective placement by demographic groups in order to determine if SB 823 is expanding the number of youth being put into the system. We plan to expand this decision point analysis to the broader Juvenile system population in the coming year.

B. Identifying and Prioritizing Focus Areas

Identify and prioritize the neighborhoods, schools, and other areas of the county that face the most significant public safety risk from juvenile crime.

Sonoma County, like most of the rest of the nation, has experienced a long-lasting decline in delinquency referrals. Fiscal Year (FY) 18-19 saw a slight increase in referrals to Probation for felonies and infractions but referrals declined overall in FY 19-20 and FY 20-21. Juvenile crime mapping has shown schools as prominent sources of delinquency referrals for drug and against-person offenses, and commerce centers for property offenses. While return to these areas has increased in the last three to six months, referral numbers still remain lower than pre-COVID-19.

For FY 22-23, Sonoma County's plan will continue to focus on supporting school connection and safety, however, the COVID-19 crisis truly showed the need for adaptability both in service delivery and enhanced case management. This pivot will help assure that the appropriate behavioral health services are provided early and whenever needed to prevent unnecessary justice system involvement.

C. Juvenile Justice Action Strategy

Describe your county's juvenile justice action strategy. Include an explanation of your county's continuum of responses to juvenile crime and delinquency as well as a description of the approach used to ensure a collaborative and integrated approach for implementing a system of swift, certain, and graduated responses for at-risk youth and juvenile offenders.

As described above, the Sonoma County Juvenile Probation Division underwent a comprehensive assessment of its programs in 2019 and 2020. The result was the ongoing work of the JJCC and its Comprehensive Multi-agency Juvenile Justice Plan. As described above, the Plan is organized around seven focus areas addressing the Juvenile Justice Continuum and the JJCC meets regularly to discuss ongoing progress for each area. Each of the underlined goals is supported by specific objectives that are marked to either “Completed”, if finished since the last Annual Report, “In Progress” if they have been significantly started, or will be completed in the current FY; or objectives that the Probation will “Start Later” that are targeted to begin in the second half of 2022 or later, and may span multiple years. Goals and Objectives may be reprioritized as a result of SB 823 or other legislation or policy changes.

Diversion (Prevention)

1. Establish formal policies around diversion eligibility criteria and the screening process, and expand diversion to additional low risk youth.

Complete:

1.1 Create formal policies and criteria around eligibility for pre-file diversion, based primarily on PACT pre-screen risk assessment results, including youth who have prior referral histories, and do not preclude youth with non-violent felonies from being eligible for diversion if low/moderate risk.

2. In lieu of, or as a precursor to, an assessment center, expand law enforcement diversion and develop multi-systems diversion partnerships.

In Progress:

2.1 Establish formal partnership with other service systems—child welfare, behavioral health, and schools--to leverage and combine resources to divert and serve low/moderate risk youth outside of the juvenile justice system.

In Progress:

2.2 Establish a multi-systems diversion/program placement team and family/team meeting process that connects youth with complex needs to appropriate services.

Detention Decision Making and Alternatives to Detention (Incapacitation)

3. Revise the DRAI, create override policies, and collect, analyze, and report data on tool fidelity and overrides.

Completed:

3.1 Revise/validate the DRAI or adopt an already validated tool and adapt to local context and establish clear override policies.

In Progress:

3.2 Develop and provide training on new tool and policies/protocols and establish a quality assurance process to analyze data and produce quarterly reports on detention decisions to review alignment with the DRAI, the use of overrides, the reasons for overrides, and to identify and address equity issues. Reports should be shared with detention staff on a consistent basis.

Completed:

3.3 Develop or update policies and procedures around use of the DRAI and generally restrict use of detention for the following reasons: lack of community-based supervision alternatives, crisis beds, and service options; a lack of supervision in the home or community; a parent, guardian or legal custodian avoiding legal responsibility; a risk of self-harm or other behavioral health needs; technical violation unless public safety is at risk.

Detention Services (Intervention/Incapacitation)

4. Expand availability and accessibility of research-based services to youth in detention.

In Progress:

4.1 Expand the availability of research-based mental health, substance use, and cognitive-behavioral services in detention, including through partnerships with additional community-based providers.

In Progress:

4.2 Expand partnerships with local community-based providers with the goal of continuing their service provision in the community for youth post-release.

Juvenile Division (Entire Juvenile Justice Continuum)

5. Provide robust, ongoing training, and engage all staff in regular conversations around equity issues.

In Progress:

5.1 Review current training offerings for Juvenile Hall staff and ensure that the Department is offering a robust set of trainings that includes research and best practices focused on adolescent development, positive behavior change, implicit bias, and cultural competence.

In Progress:

5.2 Incorporate considerations around equity and cultural competence into staff and supervisor meetings and trainings, and include a process to regularly share and review data on equity at all points of the juvenile justice continuum.

Probation Supervision (Intervention)

6. Develop Department-wide policies to improve service matching based on youths' criminogenic and behavioral health needs.

In Progress:

6.1 Create internal policies and protocols to improve service matching based on criminogenic and behavioral health needs, establish a related quality assurance process, and better define the role of probation officers in service matching, referrals, and communication/engagement with providers.

7. Revise Juvenile supervision policies to reflect a developmentally appropriate approach, and explore opportunities for system-wide change.

7.1 Move toward a more developmentally appropriate model of juvenile probation focused on youth/family engagement and positive youth behavior change, including:

In Progress:

- Establishing policies that position probation officers as agents of behavior change, including youth and family engagement and service engagement and oversight

In Progress:

- Using the graduated response matrix with fidelity to adopt graduated responses, minimize violations, and incentivize positive youth behavior.

In Progress:

- Tailor conditions of probation to youths' assessed risks and criminogenic needs in conjunction with juvenile justice partners, and aligning court expectations, progress reports, and termination criteria accordingly.

Family Engagement and Case Planning (Intervention)

8. Develop and implement department-wide family engagement policies and practices.

In Progress:

8.1 Establish policies and trainings around meaningful family engagement including participation of families in case planning and treatment team meetings, visitation policies, engagement in service provision, the creation of surveys and feedback loops, development of parent groups, etc.

In Progress:

8.2 Begin process to create a paid position for a bilingual family advocate to assist families as they navigate the court and probation process.

Completed:

8.3 Establish a family-team conference model to deploy at key decision and transition points along the Juvenile Justice continuum, including reentry from Hall/Camp/DJJ.

9. Develop a case planning process that is seamless across the juvenile justice system and involves families in a meaningful way.

In Progress:

9.1 Create a uniform case planning template that is used throughout the duration of a youth's time in the juvenile justice system, and develop policies and required timeframes for case planning and treatment team meetings that involve youth, families, probation staff, and service

providers (in addition to other individuals as appropriate).

Probation Camp (Intervention/Incapacitation) – REMOVED FROM LIST DUE TO CAMP UN-OCCUPANCY

Quality Assurance and Data Collection (Information Sharing and Outcome Reporting)

10. Develop a continuum of effective and equitable community-based services across the county aligned with youth's most prevalent needs.

10.1 Partner internally and with the JJCC and Provider Council in an ongoing way to:

In Progress:

- Based on results from above and IO Youth analysis, better align contracted services with youth's needs and identified service gaps, to include creation of more behavioral health treatment services, as well as addressing equity and geographic service gaps

In Progress:

- Establish performance-based requirements for providers, develop an associated quality assurance, oversight, and continuous quality improvement process, deepen commitment to increasing capacity for high-quality, community-based programming, and reallocate resources to more effective programs

11. Build internal data collection, analysis, reporting, and use capacity for system and provider performance and youth outcomes.

11.1 Build internal capacity to collect, track, report, and use data to inform decisions, including:

In Progress:

- Identifying other system performance and positive youth outcome measures

In Progress:

- Incorporating data review and use into leadership and staff meetings and cross-system discussions

In Progress:

- Develop an ethnic and racial disparity report to support Objective 7.2, above

In Progress:

- Establishing a standard definition of and/or multiple ways of tracking recidivism

In Progress:

- Tracking recidivism into the adult system

In Progress:

- Analyzing recidivism and technical violation rates by key variables

The next meeting of the JJCC will occur on April 19, 2022, where this Plan will be reviewed in anticipation of submission on or before May 1, 2022.

D.Comprehensive Plan RevisionsDescribe how your Plan has been updated for this year.

This year's Plan was modified by the JJCC workgroup leads as a result of numerous competing priorities and system improvements. Many of these system improvements were the result of SB 823, the JJRS, and anticipated SYTF youth coming to Sonoma County; however, some changes came about due to the un-occupancy of Camp and collaboration driven by changes due to COVID-19.

There were no changes to the JJCPA programs; YOBG added REACH and The NextGen Trades Academy programs this year, described below.

If your Plan has not been updated this year, explain why no changes to your plan are necessary.

N/A

**Part II. Juvenile Justice Crime Prevention Act (JJCPA)
(Government Code Section 30061(b)(4))**

A. Information Sharing and Data Describe your information systems and their ability to facilitate the sharing of data across agencies within your county. Describe the data obtained through these systems and how those data are used to measure the success of juvenile justice programs and strategies.

Sonoma County Probation participates in the Integrated Justice System with the Court and the Offices of the Sheriff, District Attorney and Public Defender, and has direct access to the database tables for analysis and measurement of the success of juvenile justice programs and strategies.

The data obtained through our Integrated Justice System measured:

- population demographics
- counts of juvenile delinquency referrals
- detention utilization and detention screening results
- assessed needs
- service referral, engagement and completion
- periods of Probation supervision, to determine recidivism during and after supervision

Analysis of that data provided insights on many aspects of the youth and programs in Sonoma County. Discussion on the data analysis helped the JJCC identify the Probation Department's strengths and thoughtfully address areas needing enhanced focus, including:

- the impact of SB 823 and whether it is succeeding in its goal to prevent pushing youth further into the juvenile justice system;
- expansion of community-based alternatives and the overall reduction of detention as a sanction;
- ongoing expansion of research-based services for youth in detention;
- meaningful staff training around equity issues;
- use of incentives and graduated responses;
- an improved understanding of service provider outcomes from a youth and family perspective;
- the data and outcomes related to our Intake Decision-Making database, improved DRAI, the Case Management Report, and new CFT policy and position;
- a seamless case planning process that tracks across systems and involves the family more fully;
- the need to continue internal data collection, analysis, reporting, and use capacity to track system and provider performance and youth outcomes.

B. Juvenile Justice Coordinating Councils

Does your county have a fully constituted Juvenile Justice Council (JJCC) as prescribed by Welfare & institutions Code 749.22?

yes

If no, please list the current vacancies that exist on your JJCC, when those vacancies occurred, and your plan for filling them.

N/A

C. Funded Programs, Strategies and/or System Enhancements

JJCPA Funded Program(s), Strategy and/or System Enhancement

Below are JJCPA funded programs reported by the county.

Program Name:

Evidence-based Probation Supervision

Evidence Upon Which It is Based:

Studies have shown community supervision and intensive supervision to be promising practices in reducing juvenile recidivism. This program uses principles from the research shown to be most effective in the field of community supervision; the program addresses the principles of risk, need, treatment and fidelity. Officers use evidence-based risk/needs assessment tools in order to determine the level of risk for re-offending and to target resources to higher-risk offenders, and to match intensity of services and supervision to level of risk. The tools allow staff to identify criminogenic needs, protective factors, barriers and drivers. This information is used to develop individualized case plans. Case plans set "SMART" goals and identify interventions, supervision strategies and treatment programs that are appropriate to the offender's strengths and needs. Officers use motivational interviewing and Effective Practices In Community Supervision (EPICS) when working with gang involved youth.

Description:

Officers funded through this program supervise low-moderate risk caseloads. This program seeks to reduce delinquent offenses; provide for higher rates of successful completion of probation and restitution requirements; and improve participating students' school attendance and performance through the provision of supervision and specialized services to youth on probation and others at risk. By collaborating with the existing police officers on campus, Probation Officers will provide intensive supervision to the wards already known to the Probation Department. They will also provide diversion and intervention services designed to improve behavior in the community, home and school as well as to restrict further entry of minors into the juvenile justice system.

Program Name:

Restorative Justice programs

Evidence Upon Which It is Based:

Local evaluation has shown positive outcomes from the Restorative Justice Programs. When compared, the pre- and post-program survey results reveal significant changes. Dr. Pat Jackson from Sonoma State University, supplied the following observations after reviewing pre- and post-program Youth Resiliency Surveys: 1. The data show significant improvement in the subscale measuring how they feel about their understanding of others including: feeling bad when someone gets their feelings hurt, trying to understand what other people go through, and trying to understand what other people feel; 2. The data shows overall significant improvement in both internal and external assets. The two internal asset subscales that show the largest improvements are improvements in the family environment and in the presence of an adult outside the home who provides support, expectations, and facilitates helping the community.

Description:

Restorative justice is a process that brings together the youth who offended, their family and support, the victim with their support and others impacted by the crime, to dialogue about the harms and impacts of the offense, the underlying causes that led to the offense and to create a plan to address the discussed harms, impacts and underlying causes. Restorative justice programs are designed to address victim's needs, assist youth in accepting responsibility for their offending and achieve a reduction in recidivism. Two organizations provide restorative justice interventions in multiple different formats. Depending on the case, youth may participate in family group or restorative conferencing, restorative mediation, restorative dialog groups or accountability circles. While the format varies, the focus is on accepting responsibility for offending and repairing harm. These services are delivered by Restorative Resources and Recourse Mediation.

Program Name:

Functional Family Therapy

Evidence Upon Which It is Based:

Numerous reviews have identified Functional Family Therapy (FFT) as an effective intervention for at-risk adolescent youth and their families. FFT has an established record of outcome studies that demonstrate its efficacy with a wide variety of adolescent related problems including youth violence, drug abuse, and other delinquency related behaviors. The positive outcomes of FFT remain relatively stable even after a five-year follow-up (Gordon, Arbutnot, Gustafson, & McGreen, 1988), and the positive impact also affects siblings of the identified adolescent (Klein, Alexander, & Parsons, 1977).

Description:

Functional Family Therapy is used to resolve immediate crises through the mobilization and utilization of individual, family, school, peer and community resources. Administered by community-based organizations, the program involves phases and techniques designed to engage and motivate youth and families to change their communication, interaction and problem solving skills. The Functional Family Therapy model is based on the assertion that the family or living unit of the youth is the best context within which to both understand the nature of youth's problems and to search for long-term solutions. Interventions seek to strengthen the ability of families to resolve the problems they face through reducing risk factors and increasing positive factors. The Functional Family Therapy model is intended to prevent at risk youth from entering and penetrating into the juvenile justice system by identifying and addressing pre-delinquency issues in the context of youths' family, friends and support systems.

Program Name:

Family Violence Prevention (and Trauma Counseling)

Evidence Upon Which It is Based:

This service includes a diverse array of violence prevention and intervention services. The Department contracts with several community based organizations to deliver services to youth on probation in the community and in custody. Programs include Aggression Replacement Training, Trauma Counseling (including Trauma-Focused Cognitive Behavioral Therapy), and Violence Prevention Groups.

Aggression Replacement Training is an evidence based practice found to be effective in reduction in felony recidivism, improved social skills and a reduction in problem behavior among participants. It is listed on Crimesolutions.gov and other evidence-based clearinghouses with top ratings.

Research shows that youth in the justice system are much more likely than the population at large to have had adverse childhood experiences, trauma and abuse. These experiences can lead to behavior problems and mental health symptoms if not unaddressed. Youth on Probation who have a history of trauma are able to access individual counseling via two different service providers. One of the providers specializes in sexual abuse counseling and other provider offers trauma-focused cognitive behavioral therapy, an evidence based intervention.

Description:

As noted above, this program includes a diverse array of violence prevention and intervention services. The Department contracts with several community based organizations to deliver services to youth on probation in the community and in custody. Programs include the following.

Aggression Replacement Training: Youth assessed as high risk to reoffend will complete the 30-hour evidence-based curriculum that addresses social skills, moral reasoning, and management of emotions.

Trauma counseling: Youth on Probation who have a history of trauma are able to access individual counseling via two different service providers. One of the providers specializes in sexual abuse counseling and other provider offers trauma-focused cognitive behavioral therapy, with the ability to also provide resource assistance (assistance to families in securing tangible resources) or parent education on an as needed basis.

Other services focused on violence prevention and healthy relationships with families and with peers include Healthy Relationships, My Strength, Teen Assault Prevention Project Workshops and Diversity Workshops. Healthy Relationships and My Strength are eight week group program that address topics such as sexual harassment, teen dating violence, family dynamics, communication skills, body image, alternative definitions of masculinity, and sexual assault prevention. Teen Assault Prevention Project Workshops are one hour workshops focused on addressing sexual assault and issues of consent. Diversity workshops are one hour workshops focused developing an understanding of the many differences among peoples, and the importance of understanding, accepting and honoring these differences.

Program Name:

Substance Use Treatment

Evidence Upon Which It is Based:

Properly assessing criminogenic needs and risk factors and conducting follow up assessment on identified needs prior to assigning an appropriate level of treatment is considered critical to the success of correctional programs. Most recently the University Cincinnati Correctional Institute has been developing and validating a program assessment tool which identifies substance use assessment (if substance use treatment is being provided as part of the program) as an important program component.

Description:

Probation will be partnering with our County Health Department for the assessment and referral of youth to substance abuse programming. Improved substance abuse assessment and referrals will help Probation identify where resources for substance abuse programming are most needed for youth on Probation.

Program Name:

Staffing and Benefits (Planning, Implementation & Evaluation Team)

Evidence Upon Which It is Based:

The Sonoma County Probation Department relies on implementation science to assure the success of its evidence-based programs and practices (EBPs). Research identifies drivers of successful implementation, and the Probation Department has organized itself to attend to these factors, including staffing the Planning, Implementation & Evaluation Team to guide the selection of effective interventions, support effective implementation methods, and contribute to supportive context for the interventions within the Department. The National Implementation Resource Network's Active Implementation model serves as a framework to improve EBP implementation, thereby achieving favorable program outcomes. Evidence shows that EBPs are most likely to achieve these outcomes when implementations drivers are fully attended to, including competency drivers: staff selection, training and coaching; organization drivers: internal and external supports, and decision support data systems; and leadership drivers: technical management and transformative leadership.

Description:

The Sonoma County Probation Department has been heavily involved over the past several years in the implementation of EBPs. More recently Probation launched the Planning, Implementation & Evaluation team, responsible to lead the Departments application of implementation science to support internal and contracted EBPs. JJCPA funds two analysts responsible for program administration and for attending to the drivers of successful EBP implementation.

Program Name:

Other supervision contingency funds

Evidence Upon Which It is Based:

A very large body of research demonstrates the effectiveness of the Risk-Need-Responsivity model of behavior change, and within that model the Responsivity Principle highlights the importance of interventions that the person is able to benefit from. Among other things, this includes tailoring interventions to effectively reach the individual, considering characteristics of the individual such as culture, personal strengths, learning style, personality, motivation, gender. This sometimes means that specialized services are required to meet unique needs and overcome barriers to rehabilitative engagement.

Description:

Sonoma County Probation Department maintains a contingency budget funded in part by JJCPA to provide immediate access to necessary specialized treatment and/or monitoring services tailored to the specific needs of individual youth that cannot be met by other means.

**Part III. Youthful Offender Block Grant (YOBG)
(Welfare & Institutions Code Section 1961(a))**

A. Strategy for Non-707(b) Offenders

Describe your county's overall strategy for dealing with non-707(b) youthful offenders who are not eligible for commitment to the Division of Juvenile Justice. Explain how this Plan relates to or supports that strategy.

The Sonoma County Probation Department offers a continuum of programs, services, and varying levels of probation supervision for youth under the jurisdiction of the juvenile court system. Sonoma County provides a variety of programs to youth and their families targeting risk factors identified through use of a validated risk and need assessment. Supervision caseloads are based on risk level to reoffend and lower risk youth are not mixed with higher risk youth. The array of Sonoma County's Juvenile Probation services targets criminogenic needs, offering cognitive-behavioral interventions, gender-responsive programming, family intervention, substance abuse intervention, mental health treatment, and restorative justice. As YOBG is not the sole source of local funding for juvenile services, other funds (JJCPA and JPCF) are used to fill needed service gaps and provide services for youth who are at high risk to reoffend.

The overall program planning process is designed to assure that JJCPA and YOBG funds complement other funding to provide a full continuum of prevention, intervention, suppression and incapacitation programs and services, and supports the system improvement actions identified in the Comprehensive Multi-Agency Juvenile Justice Plan.

B. Regional Agreements

Describe any regional agreements or arrangements to be supported with YOBG funds.

N/A

YOBG Funded Program(s), Placement, Service, Strategy and/or System Enhancement

Below are YOBG funded programs reported by the county.

Program Name:

Juvenile Hall Staffing

Evidence Upon Which It is Based:

The overall program planning process is designed to assure that JJCPA and YOBG funds are used to go along with other funding to provide a full continuum of prevention, intervention, suppression and incapacitation programs and services.

Description:

Funds will be used to pay the salary and benefits of four Juvenile Correctional Counselors (JCCII) who staff the maximum security unit in the Juvenile Hall. The full staff complement of the Maximum Security Unit program is 8.0 full-time equivalents. County of Sonoma funds the remaining costs of the program.

Program Name:

Other treatment contingency funds

Evidence Upon Which It is Based:

The overall program planning process is designed to assure that JJCPA and YOBG funds are used to go along with other funding to provide a full continuum of prevention, intervention, suppression and incapacitation programs and services.

Description:

Sonoma County Probation Department will maintain a percentage of funding for the purpose of ensuring immediate access to necessary specialized treatment and monitoring services that will provide appropriate rehabilitative and supervision services to youth, protect the community, and reduce liability. Noting that the non-707(b) offenders who were historically sent to the Department of Juvenile Justice had either expended all available local resources and programs or were not found to be acceptable for the majority of group home placements, this type of funding is necessary for specialized intensive case management and treatment services.

Program Name:

Boys & Girls Club (REACH)

Evidence Upon Which It is Based:

The overall program planning process is designed to assure that JJCPA and YOYG funds are used to go along with other funding to provide a full continuum of prevention, intervention, suppression and incapacitation programs and services.

Description:

The Re-Entering our community to achieve Academic success, good Character and a Healthy lifestyle (REACH) program helps youth by focusing on six program areas through intensive case management session, training workshops, and group activities. Each young person entering our program crafts an Individual REACH Plan to make progress in the areas of work, education, relationships, community, health and creativity. This trauma-informed approach provides evidence-based programs, wraparound case management, and prosocial activities to all enrolled youth and is designed to give youth the opportunity to reflect and think critically about their lives, be successful at new skills, and engage with one another in positive ways.

Program Name:

The NextGen Trades Academy

Evidence Upon Which It is Based:

The overall program planning process is designed to assure that JJCPA and YOBG funds are used to go along with other funding to provide a full continuum of prevention, intervention, suppression and incapacitation programs and services.

Description:

The NextGen Trades Academy is a LIME Foundation program providing diverse vocational construction training as well as work and life skills to disadvantaged youth ages 16-24 within Sonoma County. Throughout the program, each student explores approximately 14 construction trades such as architecture, plumbing, roofing, electrical, green building, solar technology, as well as life skills such as cover letter writing, resume writing, personal finance, budgeting, and job interview coaching. The program integrates technology, classroom instruction, hands-on experience, construction trade research, and CalOSHA certifications.