



RAMSEY COUNTY JDAI / DMC

QUARTERLY STAKEHOLDER GROUP MEETING

JANUARY 19, 2011

TRANSFORMING THE JUVENILE JUSTICE SYSTEM AND REDUCING DMC
THROUGH DATA AND COMMUNITY ENGAGEMENT

GUIDING STATEMENTS

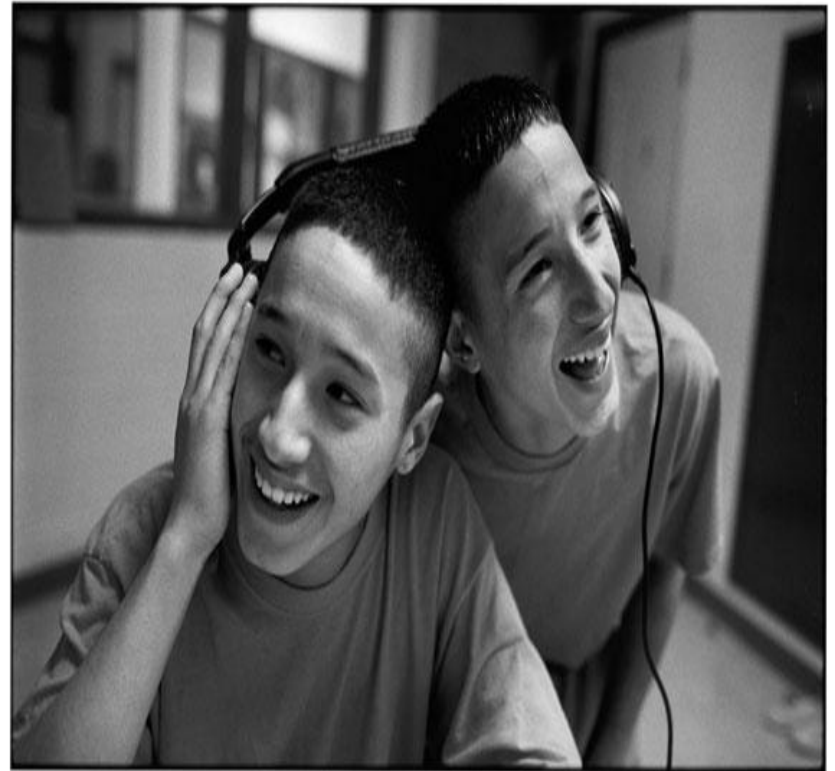
Ramsey County JDAI Stakeholders

MISSION

To improve public safety and long-term outcomes for juveniles in Ramsey County by:

- Reducing the number of juveniles in secure detention
- Eliminating the disproportionate representation of juveniles of color in secure detention
- Achieving systemic reform of juvenile detention practices
- Developing appropriate and effective detention alternatives for juveniles who should not be held in secure detention

Purpose of the Juvenile Justice System



OUR PURPOSE OF THE JUVENILE JUSTICE SYSTEM

The purpose is to attend to public safety and foster positive youth outcomes that are fair and equitable.



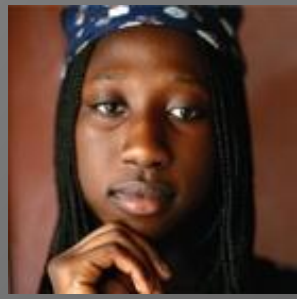
JDAI

RAMSEY COUNTY STAKEHOLDER GROUP

PURPOSE OF DETENTION

Secure detention is for juveniles who are accused of committing a law violation and are at risk to:

- ⦿ Re-offend before their next court date
- ⦿ Fail to appear in court



OUR VISION

To attend to public safety and promote positive youth development, Ramsey County will operate a **fair & equitable Juvenile Justice System**. The Juvenile Justice System will use data, collaboration, **shared accountability**, community engagement, decision-point analysis and effective alternatives to detention as **essential tools** for eliminating racial & ethnic disparities.

JDAI

RAMSEY COUNTY STAKEHOLDER GROUP



RAMSEY COUNTY JDAI / DMC

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THROUGH DATA AND COMMUNITY ENGAGEMENT

Meeting Goals:

- Consent Agenda:
 - Agree upon items
 - Submit Memorandum of Understanding
 - Vote on remaining agenda items

- Update members on key activities/ accomplishments related to disparities work (All)

- Highlight key data from 4th quarter and total year 2010

- Focus Topic: Ramsey County Corrections Decision Point Analysis Work

- Wrap-up with closing comments and Adjourn

CONSENT AGENDA

Ramsey County Stakeholders

MEMBER UPDATES

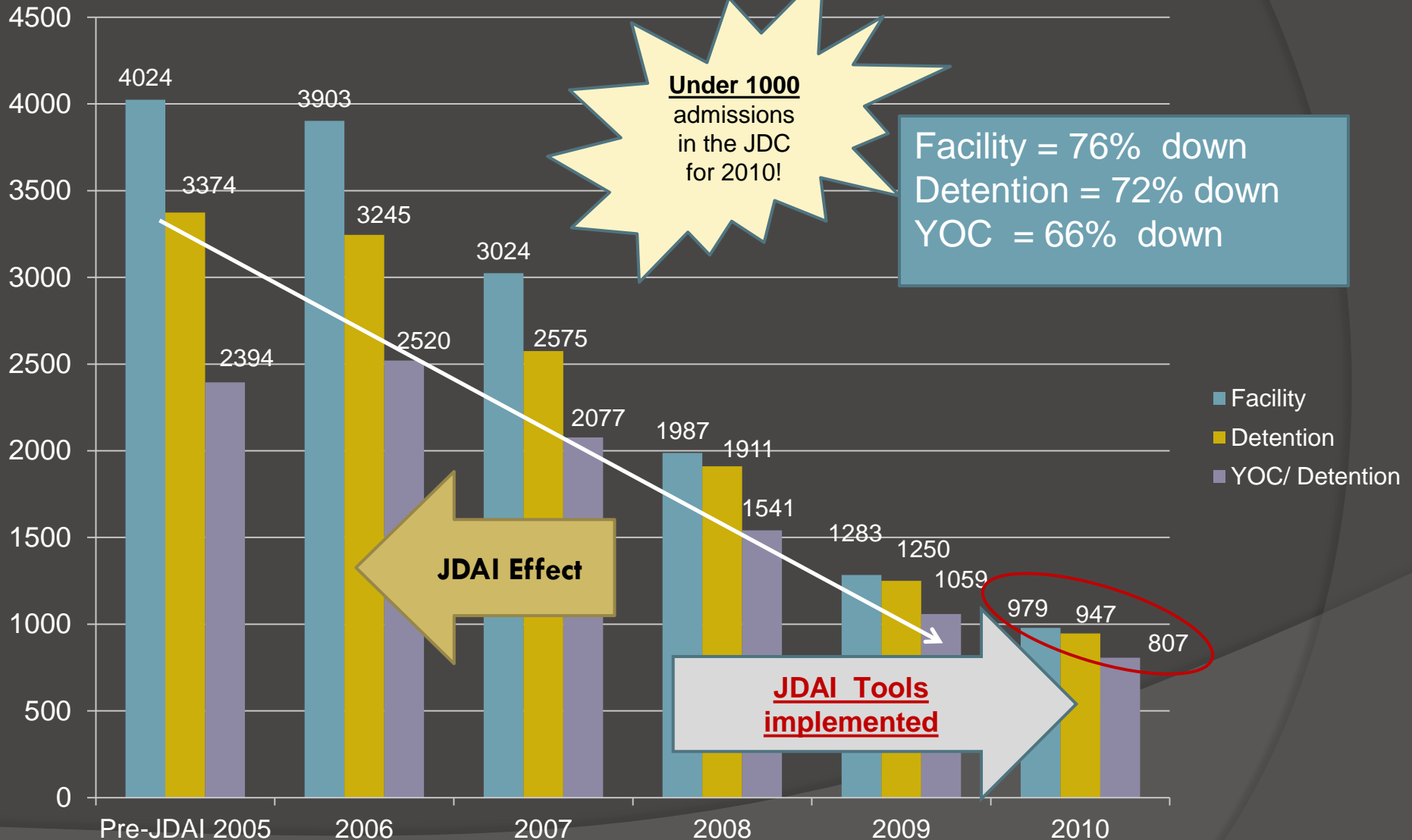
Ramsey County Stakeholders

DATA RESULTS



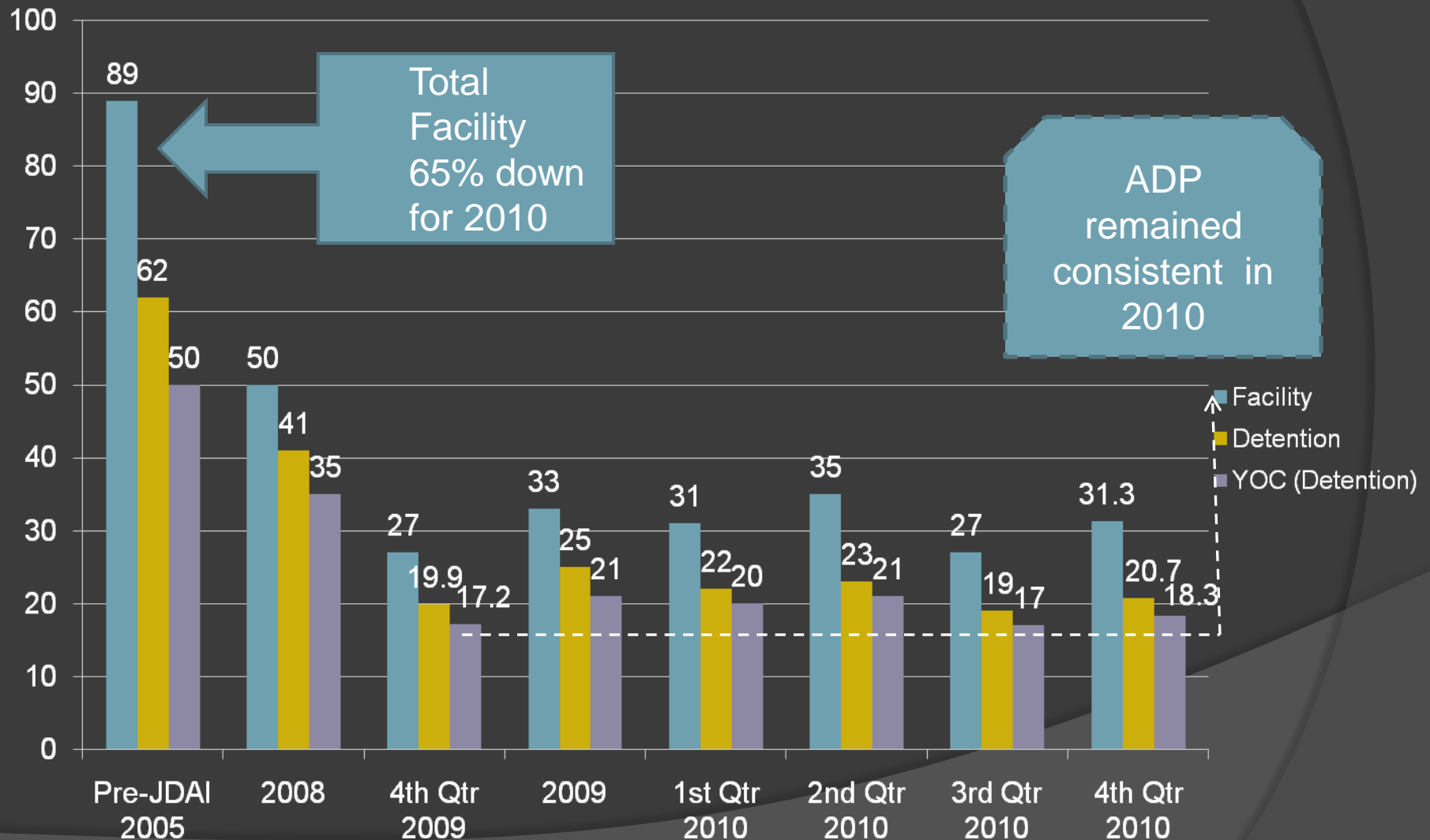
Ramsey County Stakeholders

JDC Total Admissions 2005-2010



Average Daily Population

in Juvenile Detention Center



JDAI IMPACT

System Outcomes

Ramsey County

Average Daily Population
in Detention

All Youth

(2005 – 2010)



65%

Average Daily Population
in Detention

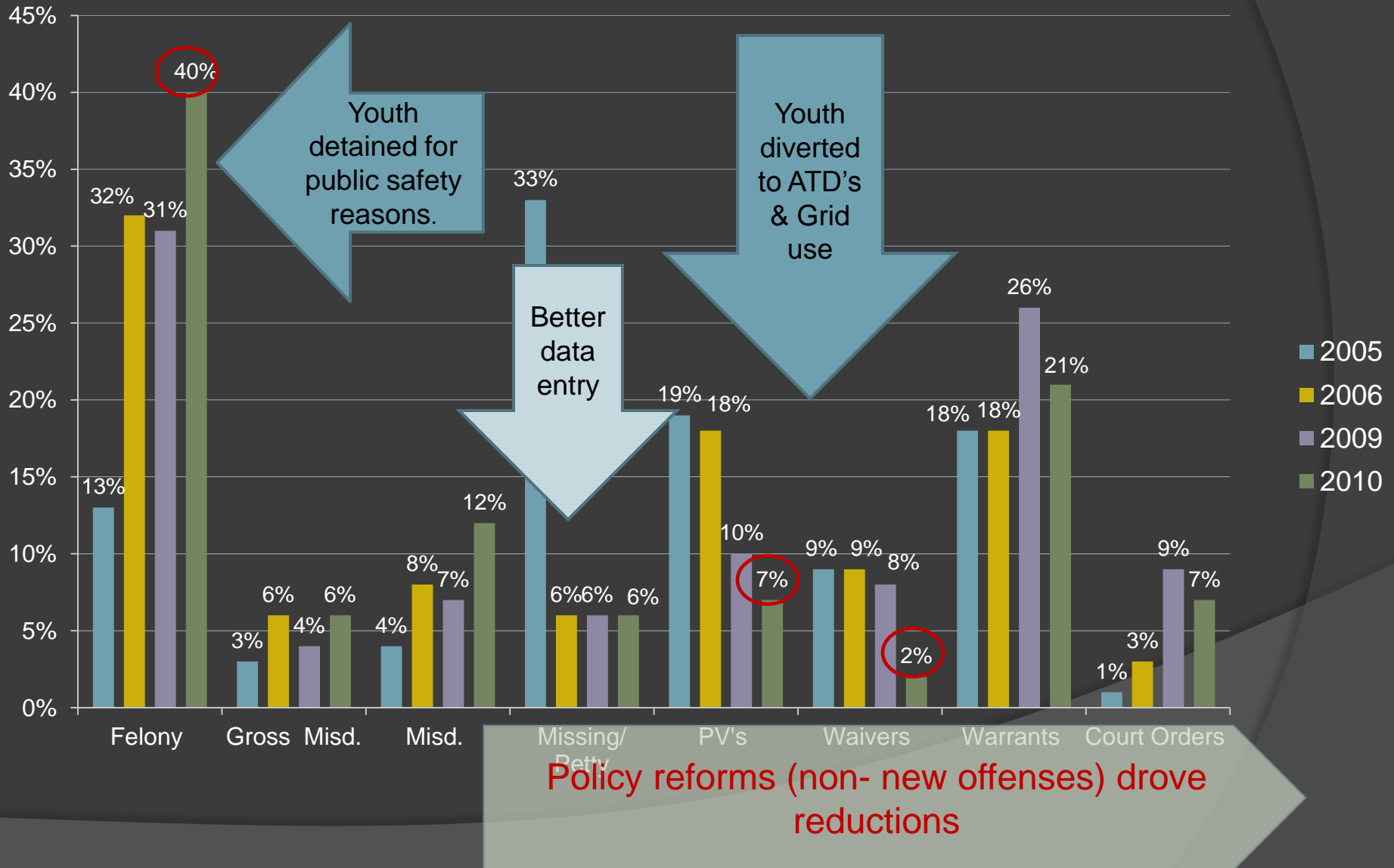
Youth of Color

(2005 – 2010)



61%

Reasons for Admission by Percentage



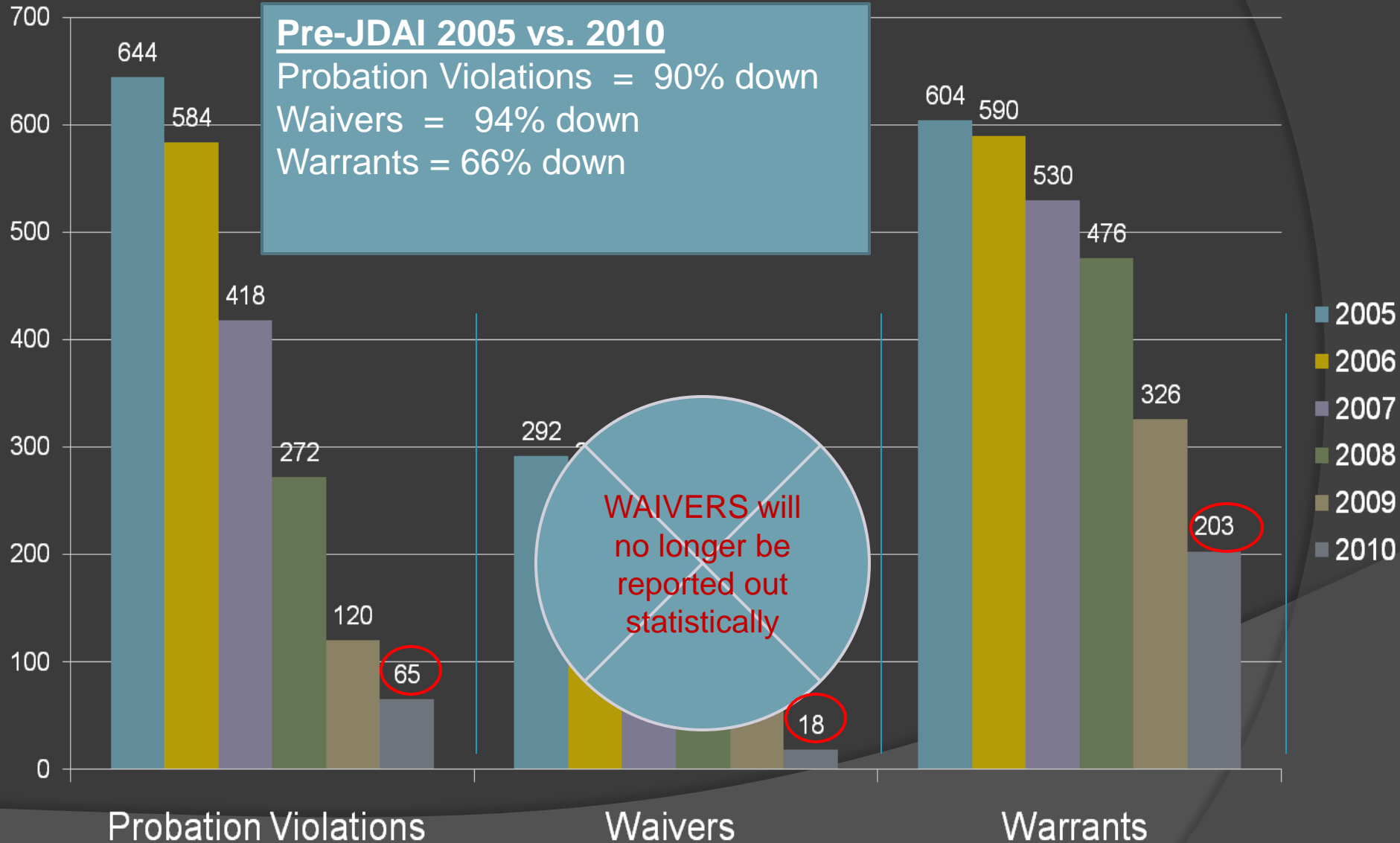
Admissions for PV's, Waivers, Warrants

Pre-JDAI 2005 vs. 2010

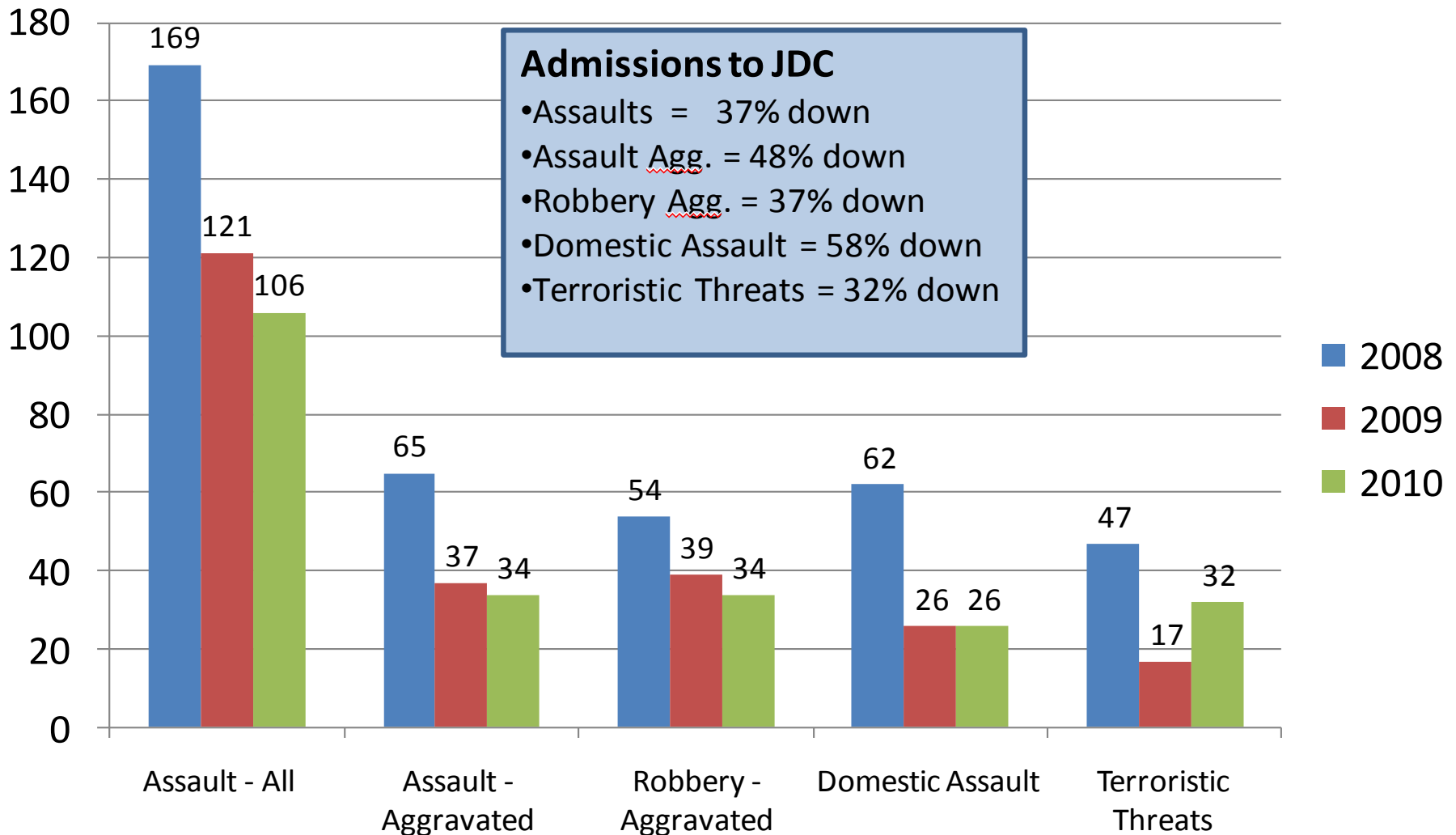
Probation Violations = 90% down

Waivers = 94% down

Warrants = 66% down

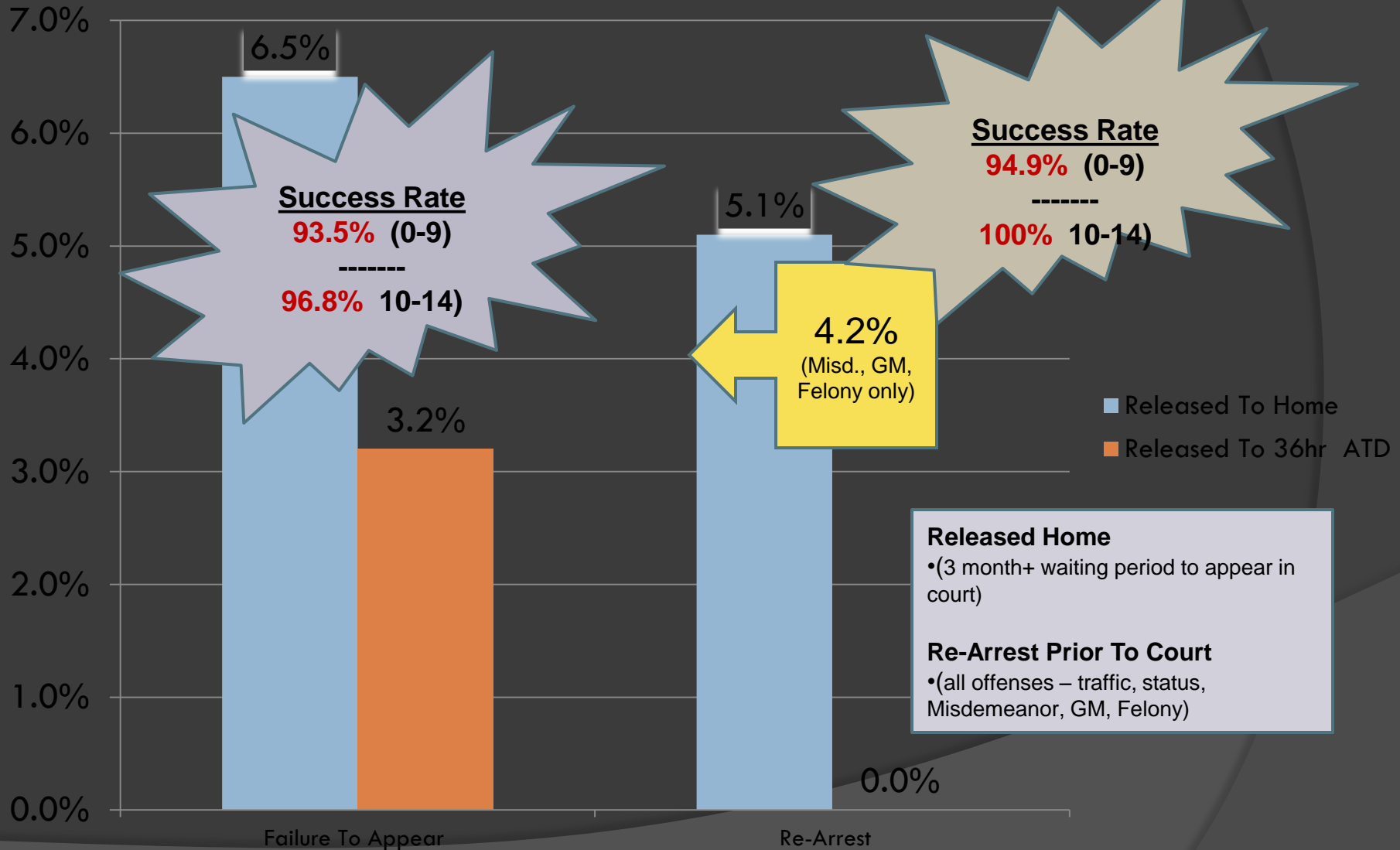


Most Serious Offenses Down



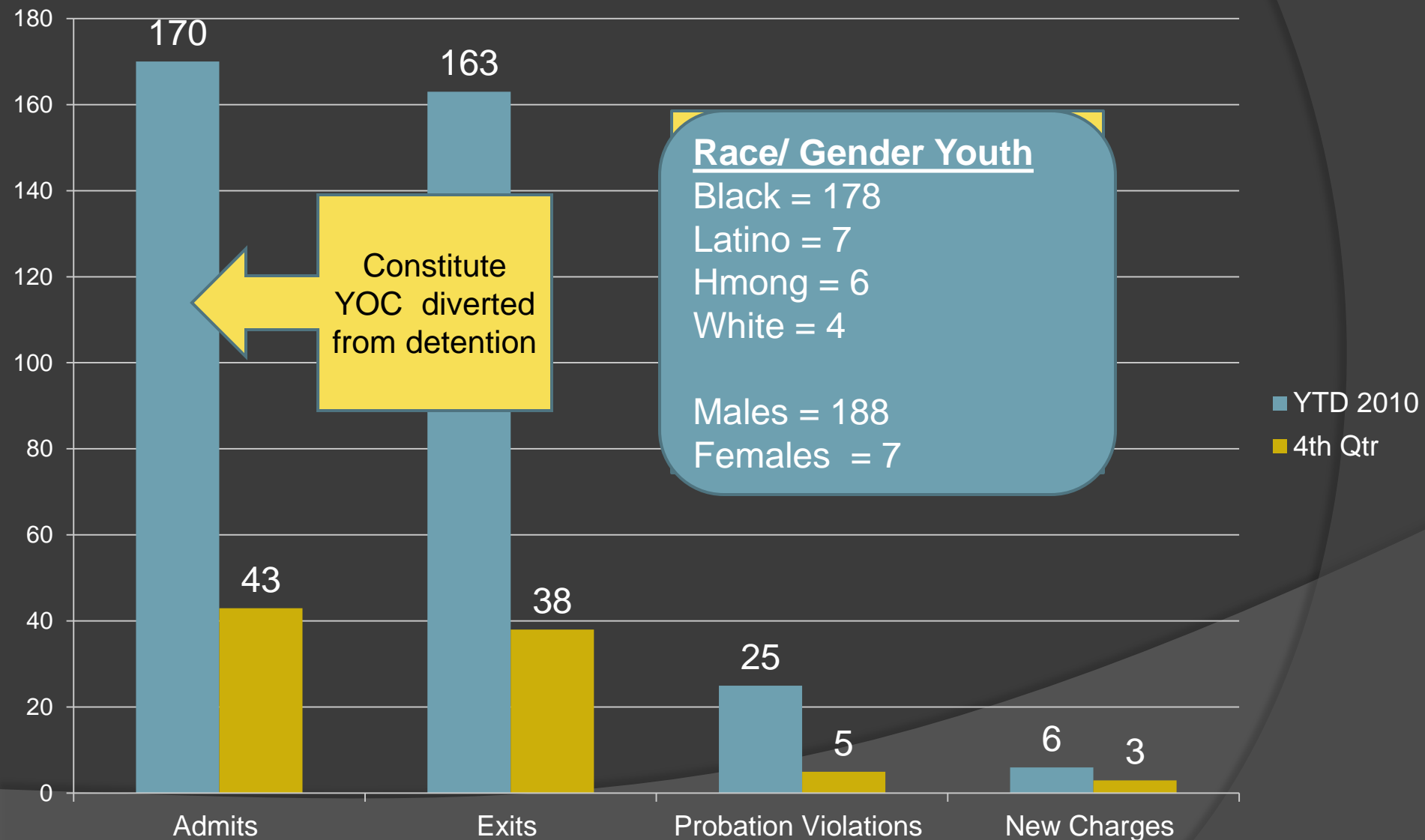
Ramsey County RAI Outcomes: 2009

Juveniles Released From Juvenile Detention Center (within 60 days)

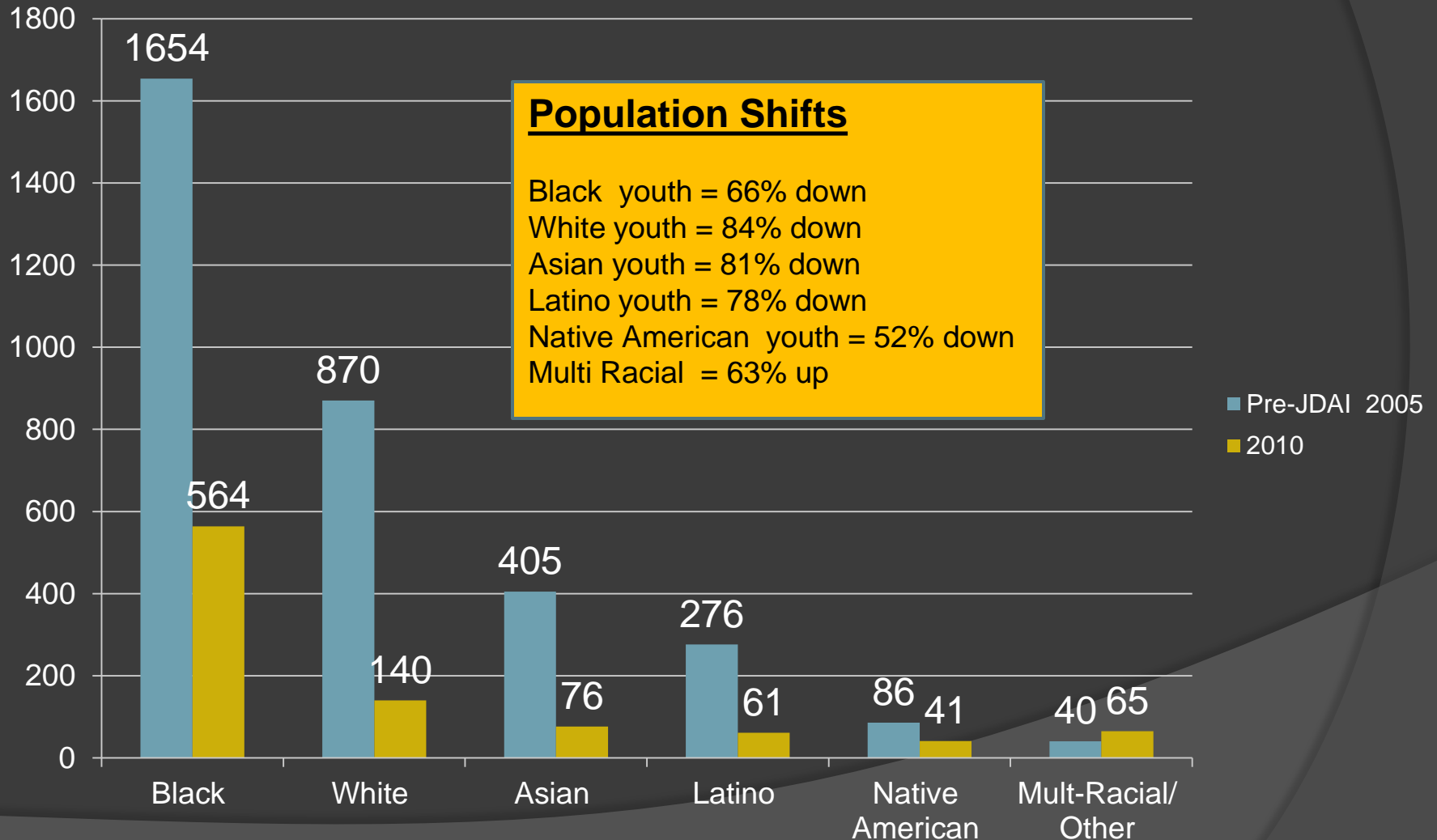


Community Based Alternatives Outcomes

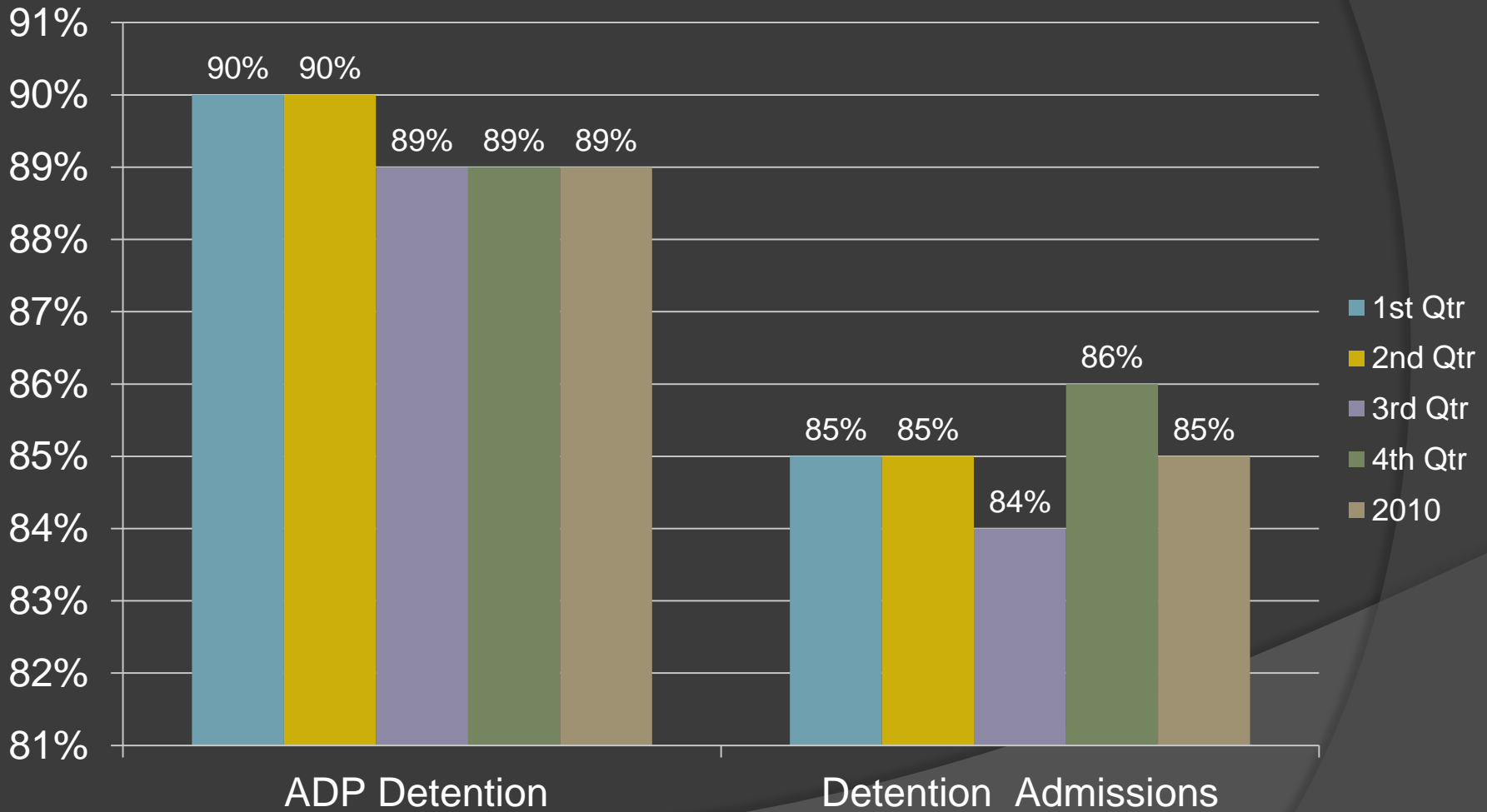
(Evening Learning Centers & Community Coaches)



Admissions to JDC by Race



Youth of Color Percentages



DECISION POINT ANALYSIS WORK

Michael Belton: Ramsey County Community Corrections – Juvenile Division

Leading the Decision Point Analysis Process

Engage
Key Staff

Map
Department

Identify
key
decision
points

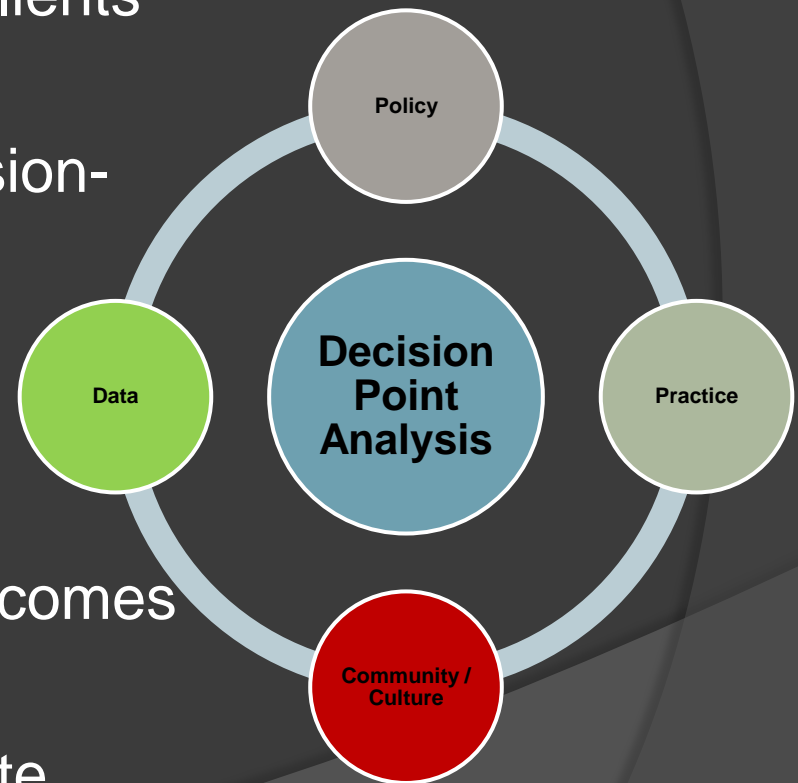
Identify
“low-
hanging
fruit”

Establish
common
language

Develop
staff
training
strategies

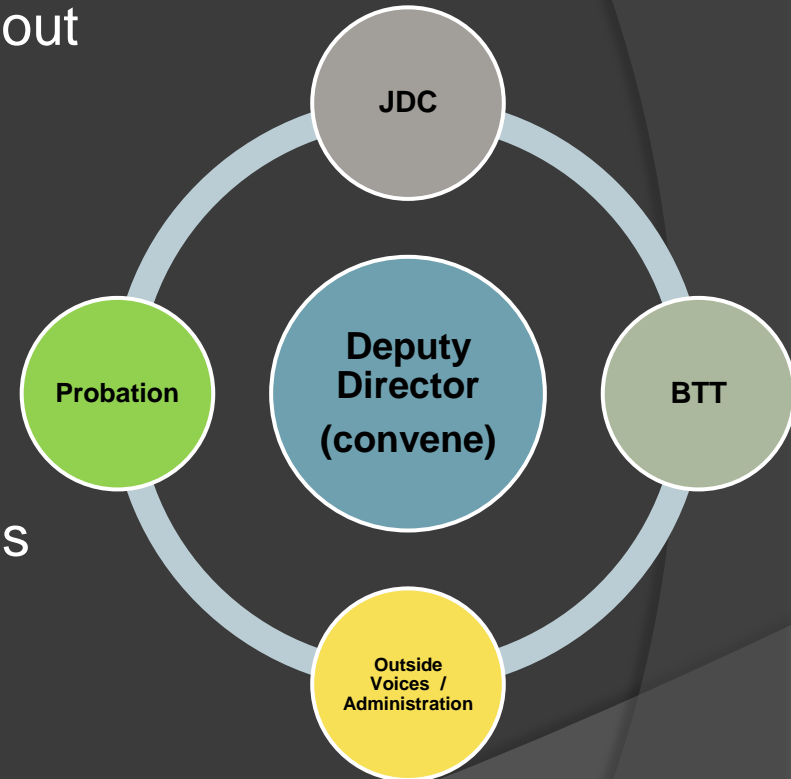
Purpose of Workgroup

- Deliver more effective services to clients
- Identify possible disparities in decision-making within department
- Eliminate silos across department
- Surface inequitable practices & outcomes
- Create policy & practice that mitigate DMC



Rules of Engagement

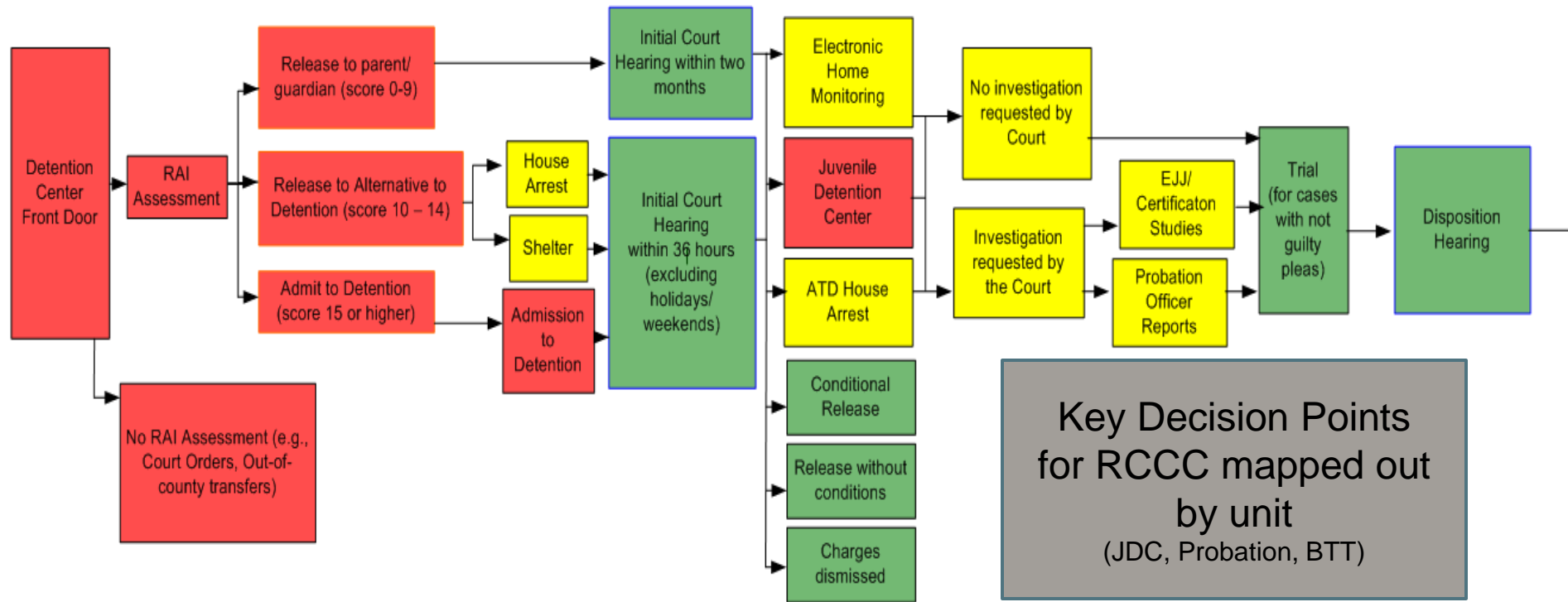
- ⦿ NO BLAMING! This process is NOT about blaming each other
- ⦿ No defending of operations (policies, practices, procedures)
- ⦿ Expect to find disparities in operations
- ⦿ Actively look for disparities in operations
- ⦿ Ask, “Why do we do it this way?”
- ⦿ Ask, “What if this was my child?”



KEY STRATEGIES

- ⦿ Used DMC Framework Grids
 - Key decisions for each unit
 - JDAI / DMC Committee Courage
- ⦿ Created System Mapping (work in progress)
 - Flow chart through Corrections
 - Major decision points by unit
- ⦿ Focused Efforts by Unit /Discussed as a Team
 - Juvenile Detention Center
 - Probation
 - Boys Totem Town

Ramsey County Corrections Juvenile



Key Decision Points for RCCC mapped out by unit
(JDC, Probation, BTT)

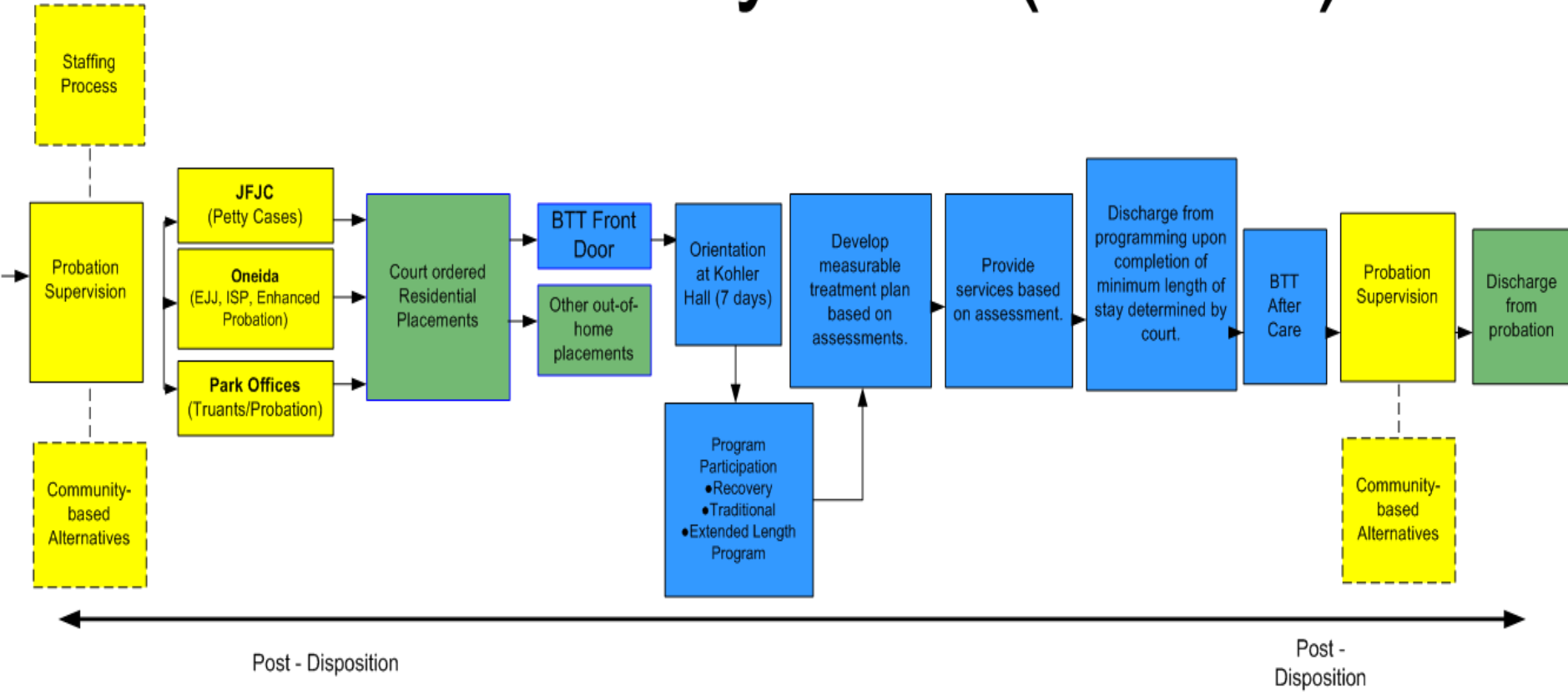
Pre-Disposition

JDC Decision Points:

- Administer RAI
- Override the RAI score
- ATD assignment

- Ramsey County Juvenile Detention Center
- Ramsey County Juvenile Probation
- Second Judicial District Court
- Boys Totem Town

Justice System (RCCC)



Probation Decision Points:

- Dispositions
- Probation Violations
- Response Grid
- Waivers (eliminated in 2010)
- Warrants

Court Decision Point:
 Probation provides recommendations on program participation to the court.

BTT Decision Point:

- Administer assessments.
- Determine treatment plan.
- Discharge from programming.

Probation Decision Point:
 Discharge from probation.

KEY STRATEGIES:

- ◎ Implemented “Low Hanging Fruit” Approach
 - Unit managers identified additional areas
 - Disparities discovered beyond major decision points

- ◎ Developed Common Language
 - “Why” Document drafted
 - “DMC” referenced in discussions with staff



Don't let data challenges stop the work!

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Data

VS.

**Policy &
Practice**

Still reviewed practices w/out data analyses.

Risks and Rewards

Risks:

- ⦿ Unpopular decisions
- ⦿ Difficult conversations
- ⦿ Uncovering unflattering operations within department
- ⦿ Sustaining reforms efforts



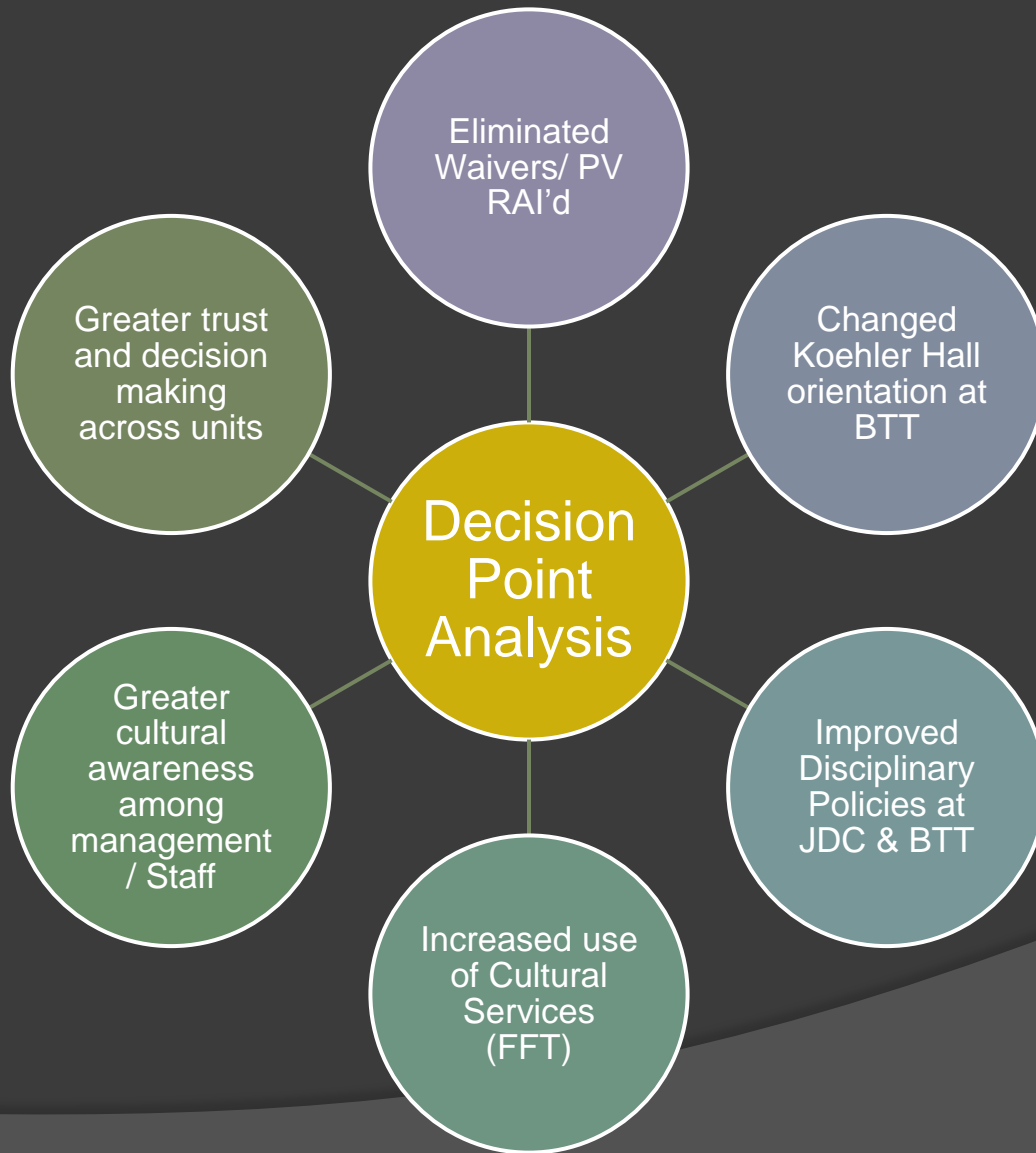
Risks and Rewards

Rewards:

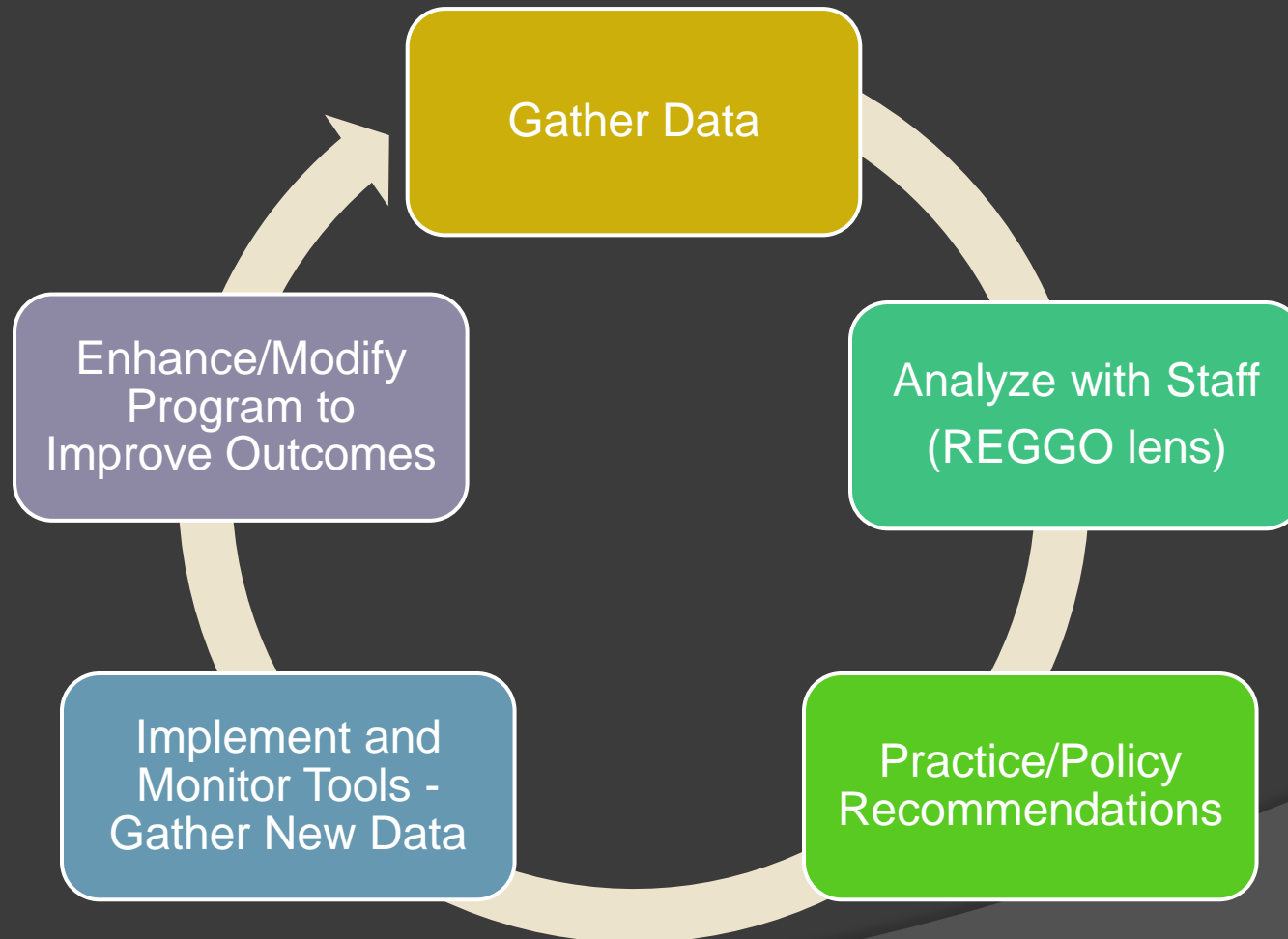
- ⦿ Division focused on innovations
- ⦿ More effective and accountable programs for youth
- ⦿ Better relations with communities (we hope)
- ⦿ More opportunities for staff to develop as leaders
- ⦿ Reduced racial and gender disparities among youth
- ⦿ Fewer youth of color in most restrictive areas of our part of system




Accomplishments



Establishing a Culture of Results & Innovation



A photograph of two giraffes in a savanna setting. The giraffe on the left is in the foreground, looking upwards towards a bare, thin tree branch that extends across the top of the frame. The giraffe on the right is slightly behind and to the right, also looking upwards. The background is a clear, bright blue sky. The giraffes have characteristic brown and white spotted patterns.

With every success,
it gets harder
to find the next one

QUESTIONS?