

Re-Imagining Juvenile Justice

A Positive Youth
Development Mindset/
A Cross-Systems
Approach

**Annie E. Casey
Foundation**

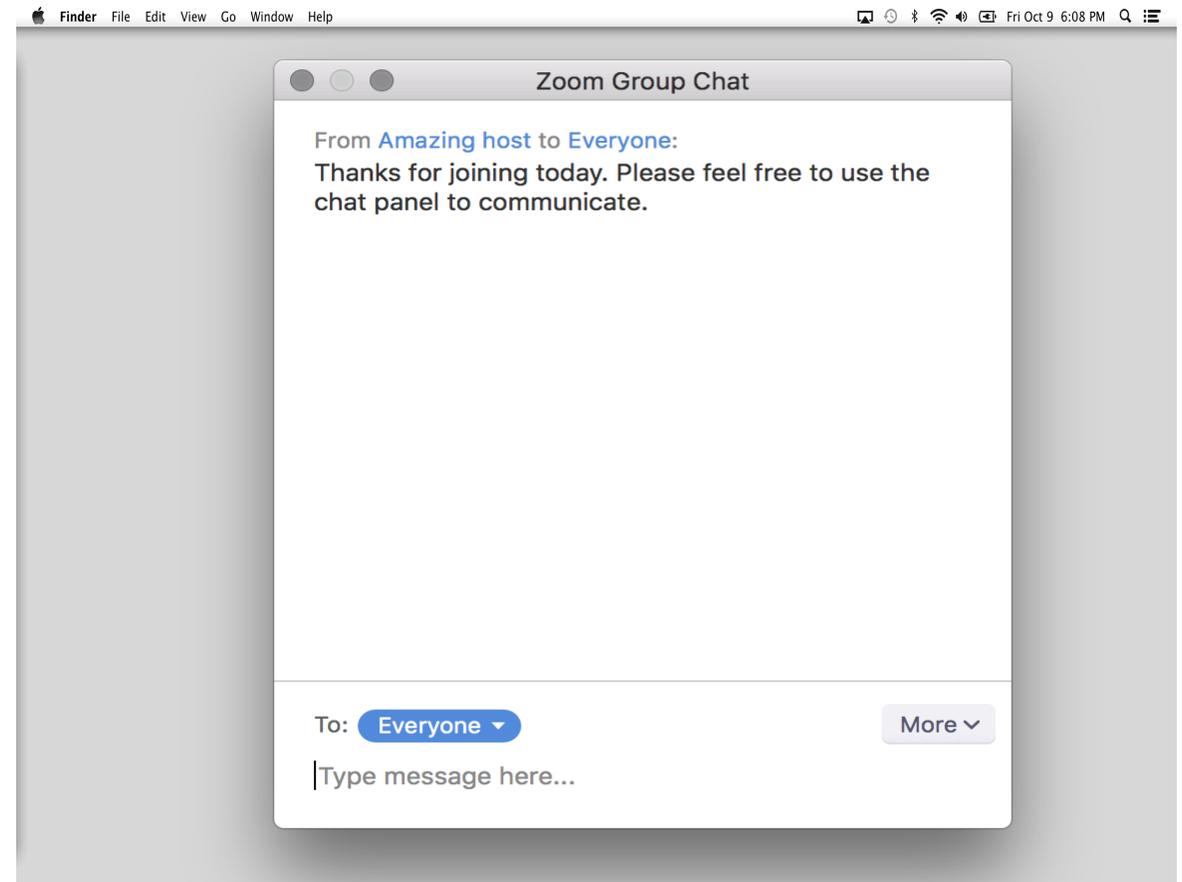
*A New Professional
Development Opportunity*

January 10, 2018



Ask Questions via Group Chat

- To ask questions of the panelists, please use the **Group Chat** function which can be found in your webinar window on either the bottom or top of the window.
- Be sure to choose **“Panelists”** or **“Everyone”** when asking your questions.
- Please be sure to add your name and site to any questions



A Positive Youth Development Mindset — A Cross Systems Approach

Transforming our national approach to juvenile justice...



Today's RJJ Webinar

- Why RJJ? Vision and anticipated results
- A brief history of the Massachusetts RJJ Pilot and approach
- Curriculum and implementation methodology
- Partnering with local leadership and community practitioners
- The role of AECF, Wheelock College and School & Main Institute
- Q & A
- Next Steps

Why RJJ?

- **History** – Started with a conversation and investment by AECF with SMI & Wheelock College, then seeded through discussions with JJ leadership in MA (Probation, Corrections, Courts and Attorneys)
- **Mission** – Make the paradigm shift from traditional thinking to a more positive youth development-centered mindset and a cross-systems approach.
- **Vision** – Keep youth at the center of the work and help them re-enter the community as productive and healthy individuals.
- **Test the idea** – Develop a concept and pilot the work...

Re-imagining Juvenile Justice

RJJ is a professional development/workforce investment initiative conceived by Wheelock College's Youth Justice and Advocacy Department, School & Main Institute and supported by funding through the Annie E. Casey Foundation. Designed to help professionals serving youth prior to entry and transitioning out of the juvenile justice system, RJJ specifically helps strengthen their understanding and application of positive youth development while collaborating and engaging across multiple systems to produce positive outcomes for the youth and families they serve.

Why RJJ? Why Now?

“What is emerging as essential is that the knowledge and skill base that we develop be aligned across all stakeholders—defense, DA’s, judges, corrections, probation and others. Because if we are not aligned in our thinking, skills and approach, getting new kinds of results is a challenge.

*If we are not driving to a shared result, acting in our respective roles (and) it makes for a fractured system where there are competing goals and understandings. **The kid is caught in the middle.**”*

Ed Dolan, Massachusetts Commissioner of Probation

...What We are About...



A Step Back—Brief History of RJJ

- With the support of AECF, MA JJ leadership and practitioners were convened Spring 2015. **“In MA, the window of change is open – it won’t be forever, we better walk through while there is fresh air”**
- Developed a competency focused curriculum and training approach refined by JJ professionals and educators in MA in 2015-2016.
- 1st cohort of 21 juvenile justice professionals selected from across probation, youth corrections, courts and a community based organization.
- With the investment of AECF and managed by SMI and Wheelock, the RJJ Piloted in MA fall/winter 2016-2017.
- Evaluation/ revised curriculum to be replicable nationally with feedback leading to national replication in 2018.

Re-imagining Juvenile Justice—Our Vision of Results

- **Develops the “skill and will” of juvenile justice workers** to see and engage with youth as assets, not problems.
- **Moves system thinking and interventions** from a punitive framework towards one that more effectively addresses the multi-faceted needs of young people and their families.
- **Shifts the mindset of professionals and current system** from a “go it alone” to a “here’s how we can do this better together” approach.
- **Builds the capacity of participating agencies and professionals** in an evolving system of care to innovate, collaborate and better manage coordinated services and interventions.

RJJ—As A Workforce Development Strategy

- **Developing leaders:** trained to support, divert and redirect youth to appropriate and fair justice options.
- **Shifting attitudes and beliefs:** to help agencies and systems embed a positive youth development mindset and culture.
- **Creating new ways of working in collaboration:** to address the multifaceted needs of youth and their families to minimize and/or avoid deeper system involvement.
- **Building on strengths to improve outcomes and success of youth:** especially those served in the juvenile justice system.



The Curriculum and Course Modules

Developed with Policy Makers and Practitioners

Curriculum – Structure and Design

- Establishment of a curriculum design team
- Curriculum informed by competencies identified by juvenile justice-serving agencies and professionals
- Feedback/input gathered from focus groups, meetings, training directors/coordinators
- Informed by Wheelock's existing undergraduate curriculum on juvenile justice and youth advocacy
- Six course modules and core elements created and delivered

RJJ Course Modules—We Focused on Six

- ✓ Positive Youth Development Fundamentals
- ✓ Utilizing a Cross-Systems Approach—the Essential Nature of Collaboration
- ✓ Engaging Authentic Youth Voice and Leadership
- ✓ Addressing Racial and Ethnic Disparities
- ✓ Fostering Positive Family Relationships
- ✓ Transforming Policy and Practice

Positive Youth Development (PYD)

- Develop basic understanding of PYD principles and critical importance in today's youth work.
- Integrate core concepts of PYD and its implications in trauma-informed care into daily practice.
- Shift perceptions—youth as assets and partners in helping them build productive lives.



Utilizing a Cross-Systems Approach



- Explore partnership development and collaboration and its role in fostering cross-system work between and across agencies, departmental units and other juvenile justice service professionals.
- Gain a better understanding of cross-system work, and how to move from polite cooperation to a more fully collaborative way of doing business.

"The discussions with participants from across the JJ spectrum provided me with great insight in the need for cross system collaborations. We are all connected through the desire to see our youth succeed but there is an obvious disconnect when it comes to the role of each stakeholder in positive youth development. Many of our discussions centered on the need for better systems for sharing information between agencies and identified barriers that impede communication."

Tom D.
DYS Training Coordinator

Engaging Authentic Youth Voice and Leadership

- Gain a better understanding of what youth voice is and how it can be used in ways that both empower youth and help them participate in their growth plans.
- Embrace a new mindset around the role young people can play in the ownership of the outcomes they hope to achieve.



Addressing Racial and Ethnic Disparities



- Examine implicit bias and racial and ethnic disparities as it exist in the juvenile justice system.
- Gain a better understanding of how to be aware of and respond to these issues.
- Develop a set of skills and practical strategies effective in addressing it.

"Being a part of the Re-Imagining Juvenile Justice (RIJJ) pilot has been a great experience both personally and professionally. This program opened the door for thought and discussion around topics that have been known as "taboo" in the past and were not typically discussed."

Kelly F.
Probation Officer

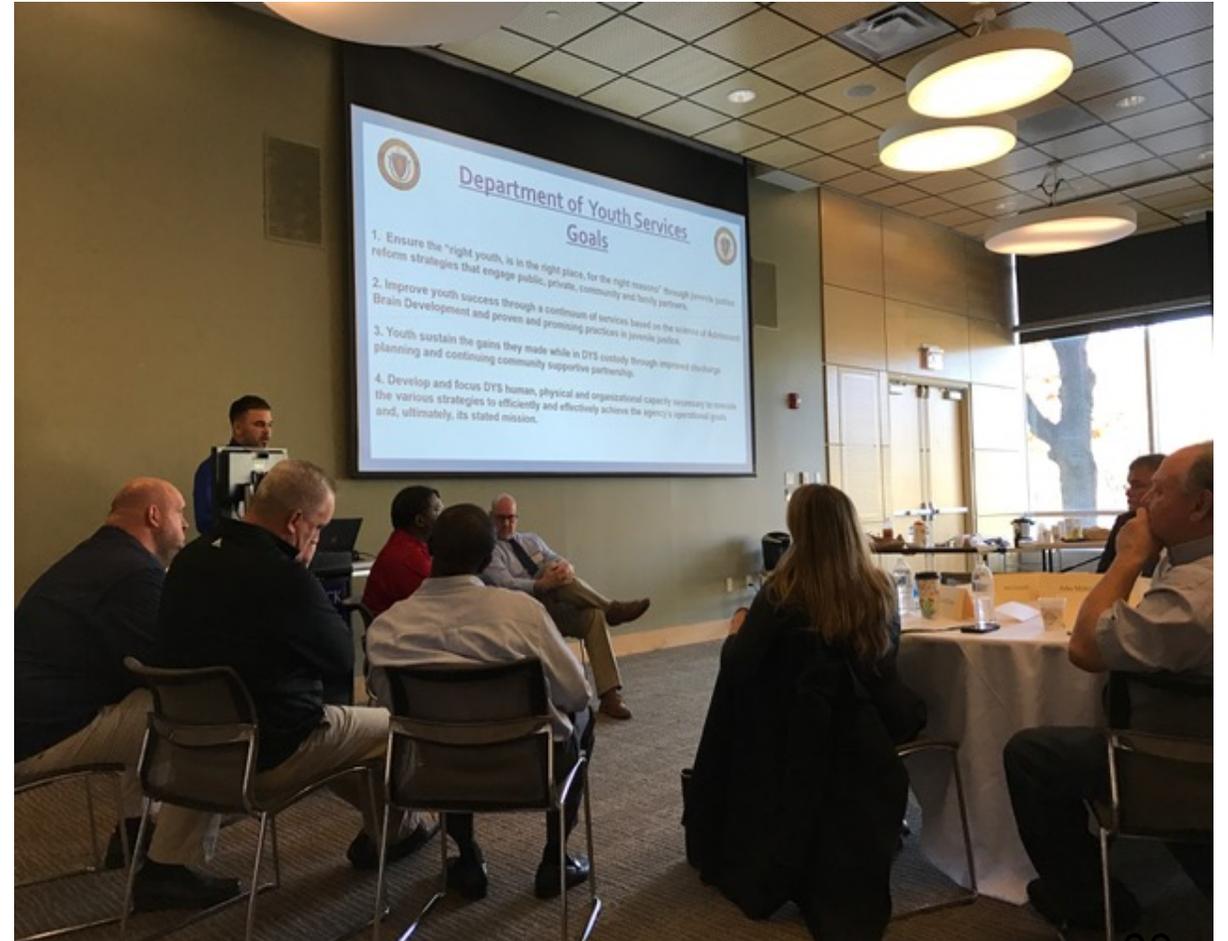
Fostering Positive Family Relationships

- Learn how to foster and strengthen positive, authentic and trusting family relationships that promotes their role in the development of youth service plans and placements.
- Identify strategies to help families actively participate in their child's transition into positive community life situations.



Transforming Policy & Practice

- A unique opportunity for participants to reflect on their experience in the course and the impact the knowledge, skills and competencies gained will have on their work within the JJ system.
- A forum for presenting recommendations to agency leadership on how course experience can help transform agency policy and practice.



"This course has impacted the way that I view other stakeholders in the system. Based on previous experiences I had before the course, I had a somewhat fixed mindset about other roles within the juvenile system. Participating in this course with individuals in other roles helped me to expand my view of those roles and be able to see situations from their perspectives. I have been able to use this understanding in my day to day work. I believe my communication with probation officers, and other individuals who I may view as adversarial to me, has improved."

Caroline A.
Staff Attorney, MA Juvenile Public Defense

Successes and Lessons Learned

- Positive feedback – most important part was getting to work together and **learn about each others roles**, the camaraderie, and the ability to be able to talk about struggles and challenges together in doing this work.
- The ability to start thinking and working across—rather than just within their own silo.
- Opening up critical conversations between leadership and professionals—from the ground up—providing recommendations for system and practice improvements.

Biggest Lessons Learned

- No quick fixes – this is a longitudinal exercise that requires discipline and perseverance.
- The training/curriculum and methodology cannot be too academic (must be realistic and practical)
- Institutionalize the practice – not about today’s nice idea – use training components within each agency or organization.
- The way we approach (content/process) this must be flexible and adapted to the learning styles and work schedules of each organization.
- Need leadership support from top to bottom.

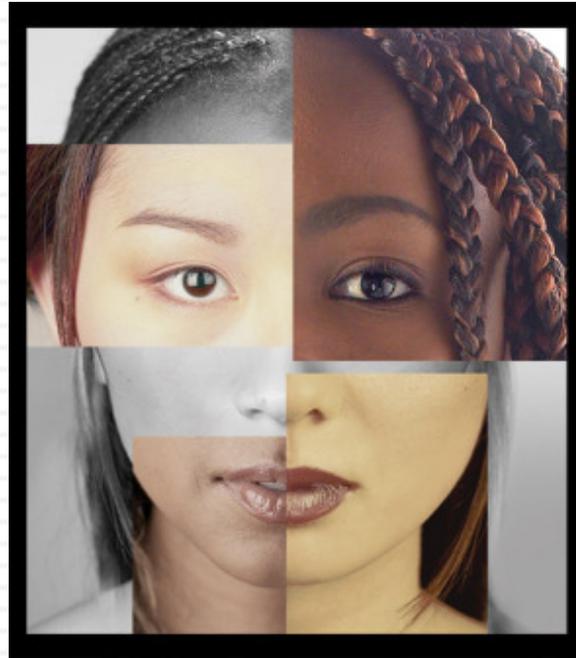
Continuing Work & Follow Up to the Pilot

- Follow-up with participants 6 months out (focus groups)
- Revisit application of knowledge gained
- Ongoing/continuing education
- Mentoring and coaching
- Institutionalization (shifting work culture and mindset) and continued work with agency trainers
- Adapt curriculum as necessary for national replication and customization for other jurisdictions with support of AECF.

Q & A on Pilot in Massachusetts



RJJ Replication 2018



Who Does RJJ Target and Who is Eligible to Apply?

- ➡ RJJ targets both frontline and mid-management professionals and leadership.
- ➡ RJJ is open to JDAI jurisdictions, individual public agencies/organizations, or a partnership of agencies and organizations that serve youth and/or their families involved in the juvenile justice system.

RJJ Implementation

- Collaboration with selected sites to engage locals and ensure seamless approach to module delivery.
- Selected site determines partner roles and involvement, course content, sequence, logistics, and selection of cohort participants.
- No less than 20, no more than 30 participants in a cohort.
- Courses taught by national and local experts in field of juvenile justice and youth services.
- Coaching, support and feedback provided.

RJJ Implementation

- Courses are classroom based, 5.5 hours per session with additional “homework” and application in between sessions.
- Some portion of the curriculum will be made available online.
- Train-the-Trainer model will be developed.
- There is no cost to local sites to participate in the RJJ, although local site will be responsible for identifying classroom locations.
- Lunch and all associated course materials will be provided at no cost to participants through SMI with funding from AECF.

A Little About the Partners

- **Wheelock College's Department of Youth Justice and Advocacy:**
 - ▣ Only juvenile justice undergraduate major in the country
 - ▣ Focus is "Positive Youth Development" as a vehicle for change with young people in the JJ system
 - ▣ Hands on experiential learning – leader in the field
- **School & Main Institute:**
 - ▣ Small national non-profit organization with long history in community collaboration, juvenile justice, youth development, education reform and youth workforce development.
 - ▣ Worked in 45 of the 50 states on helping communities focused on youth at risk "do together what they cannot do alone"
 - ▣ Innovator/hands on organization that gets results

Anticipated 2018 Timeline



January 25 th	Site Applications Due 5PM EST
January 31 st	Finalists Selected and Notified
February 9 th	Finalists Submit Agency / Jurisdiction Self-Assessment (Survey Monkey)
Late February	New RJJ Site Selected and Notified
Early/Mid-March	Preliminary Site Visit to New Site
Spring 2018	Coursework Launched

How to Apply to Be an RJJ Site in 2018

An application form and selection criteria can be found at:

www.surveymonkey.com/r/RJJ2018Application

Applications accepted through January 25, 2018

Additional Questions?



For More Information

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