

OC Spray Transition Plan

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Deputy Director / Asst. Deputy Director
Residential Placement Support

Timeline for implementation

Completed

- * At 6 months, only the Juvenile Security Officer Supervisor (JSOS) will carry and, if needed, during critical times one other canister may be authorized.

Completion Date:
2/28/2017

- * At year, the OC Spray will only be located in a lockbox on the unit and at a central location near the school/Gym.

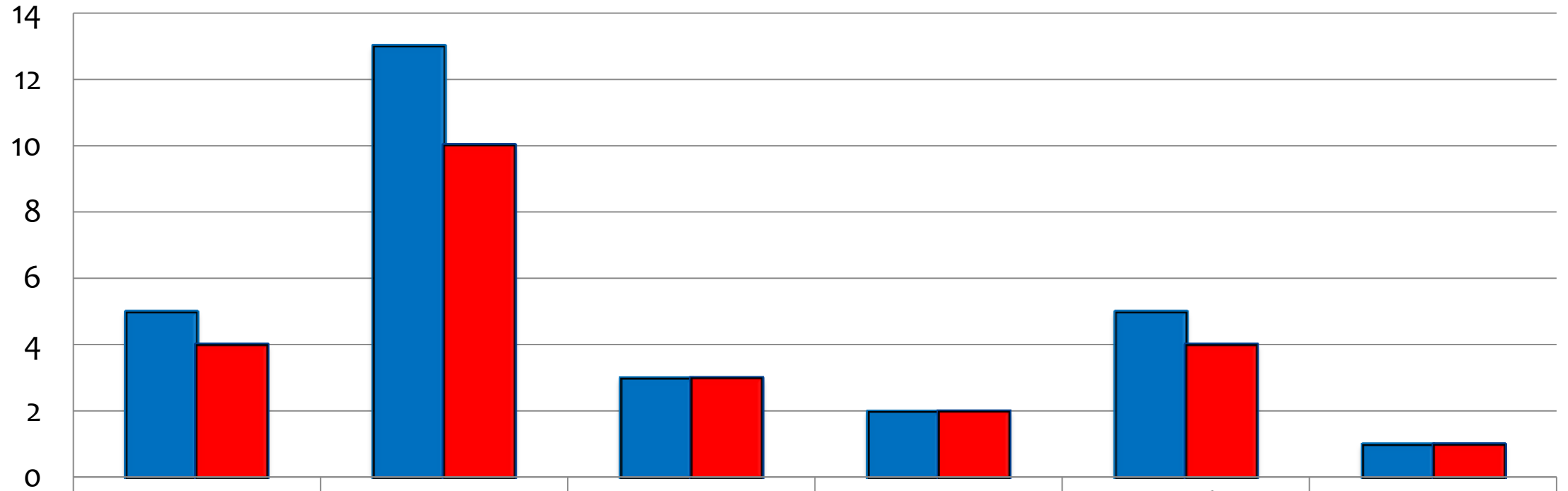
Completion Date:
3/18/2018

- * At 24 months, OC Spray will be eliminated/ will only be located in a limited number of locked boxes in the facility. (Board review/approval for continued use of OC Spray)

Goal / Objective

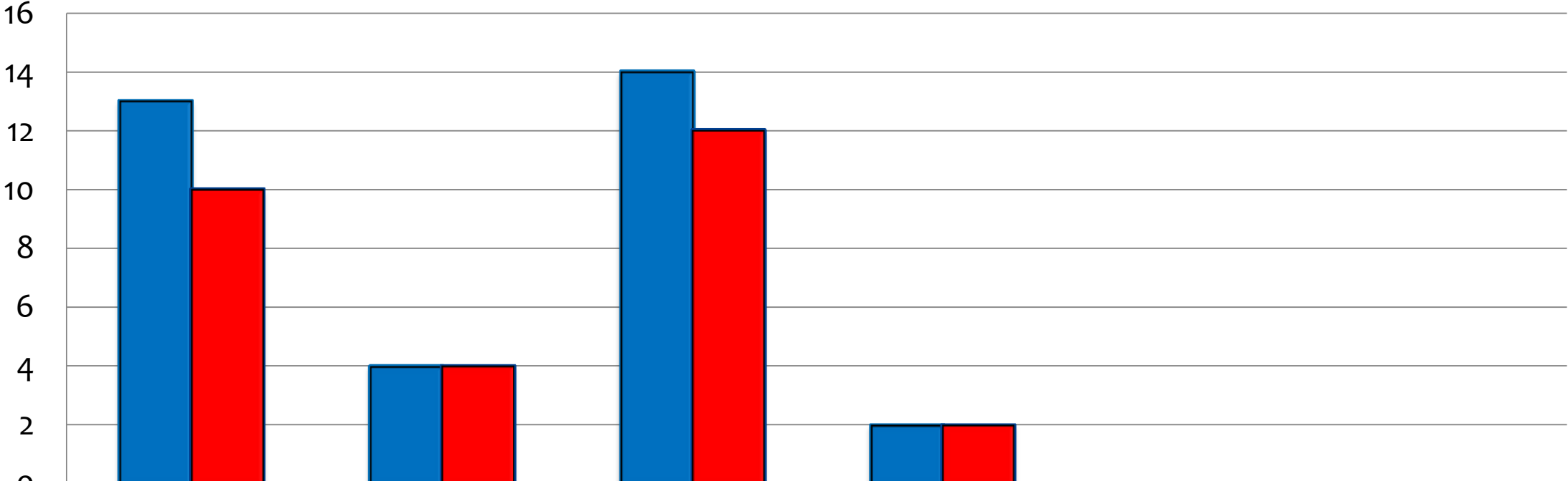
- * Our goal is to actively reduce and/or eliminate the use of OC Spray within 24 months.
- * Start Date: 3-18-2016.
- * To better implement our goal / objective, we use ongoing performance analysis

COJC OC Spray Incidents – 2012 - 2017



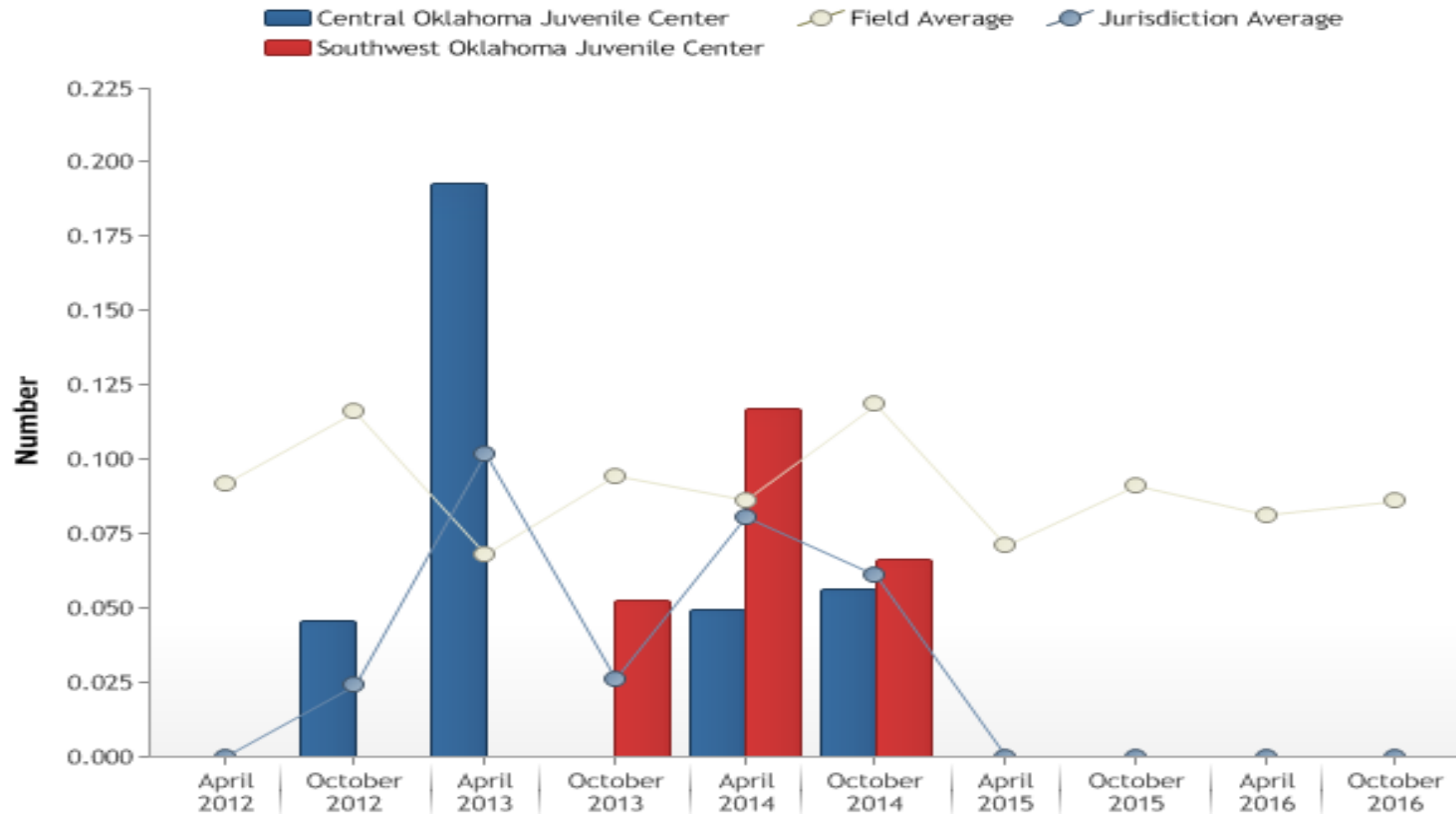
	2012	2013	2014	2015	2016	2017
Juvenile	5	13	3	2	5	1
Incidents	4	10	3	2	4	1

SWOJC OC Spray Incidents – 2012-2017

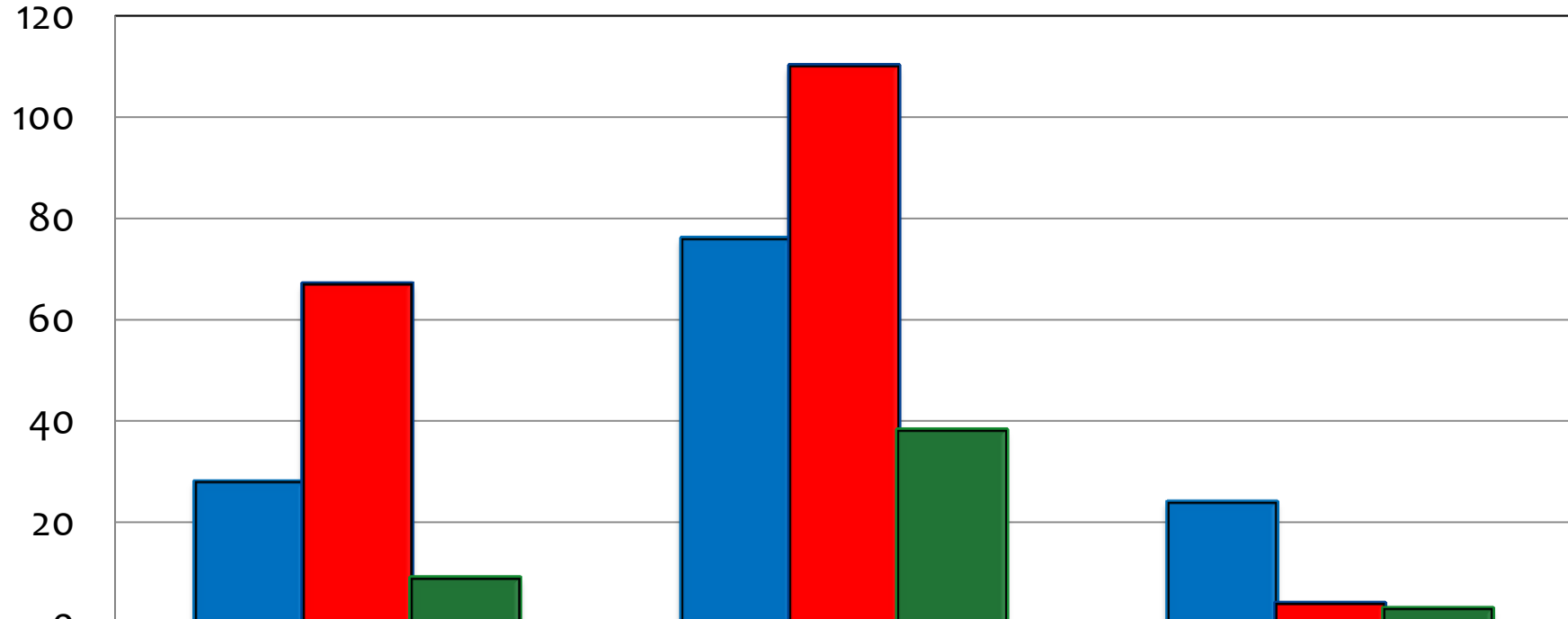


	2012	2013	2014	2015	2016	2017
Juvenile	13	4	14	2	0	0
Incidents	10	4	12	2	0	0

PbS Standards



COJC – Performance Analysis



■ Staff by Youth

■ Youth on Youth

■ Fights

2015

2016

2017

28

76

24

67

110

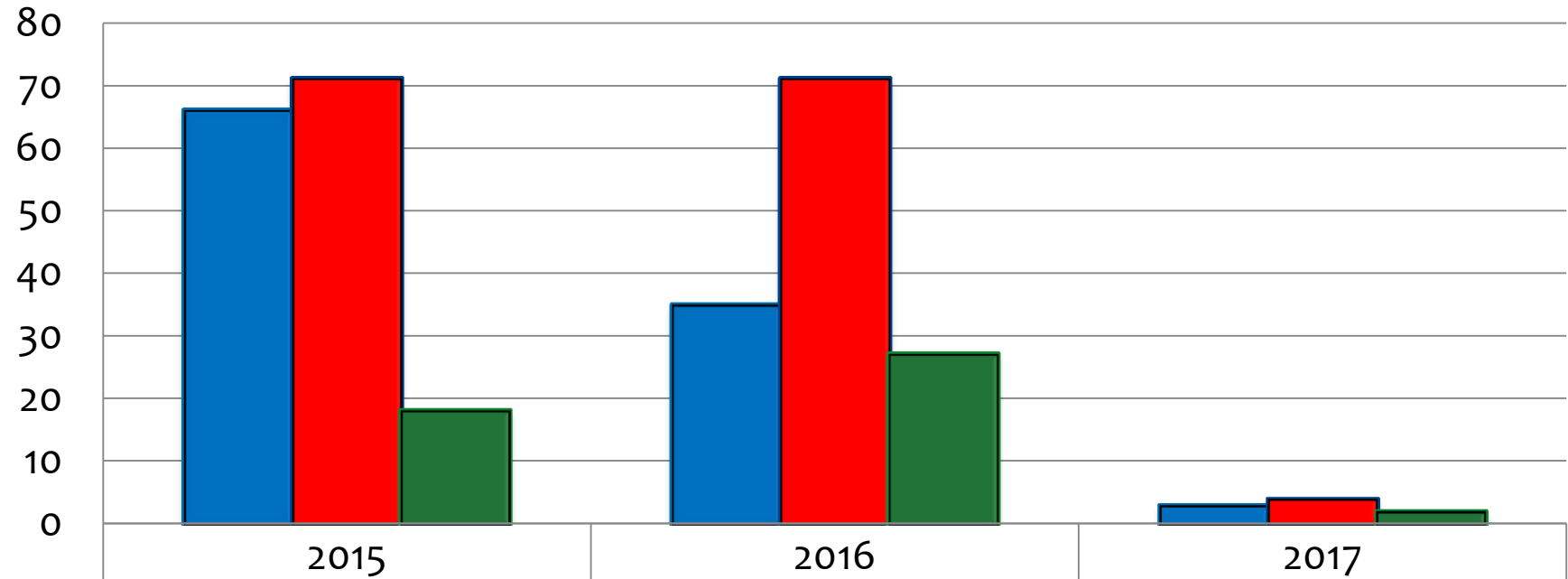
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38

3

SWOJC – Performance Analysis



■ Staff by Youth	66	35	3
■ Youth on Youth	71	71	4
■ Fights	18	27	2

Action Steps – Administration & Staffing

Ongoing process	* Training	
Incidents reviewed w/ Staff	* Enhance De-escalation skills Training	Sept 2016
Ongoing process	* Utilize the Use-of-Force review team as retraining tool	Sept 2016
Completed	* Implement 7 Steps Intervention Process	March 2017
	* Establish Training Unit in addition to the On the Job Training	March 2017
	* Staff	
Completed	* Critical Incident Crisis Team (Debrief all incidents with YGS/JSO)	Sept 2016
HALO / Walk and Talk	* Proactive vs Reactive (Intervention Strategy)	Sept 2016
Ongoing process	* Identify and Empower YGS / JSO Duties / Responsibilities	March 2017
Completed	* Address Staffing Patterns and need for critical breaks	March 2017

Action Steps – Programs / Treatment

Completed

SWOJC – monthly mtgs.

Ongoing

Completed

SWOJC – 60 bed 3-2017

Completed

Identified / Ongoing

- * Trauma Informed Care Programing
 - * ACE / CATS –Screen / Assessment Tool Sept 2016
 - * Provide Juvenile Safety Plan to YGS staff Sept 2016
 - * Special Population Unit (SPU) Sept 2016
- * HALO / Care Team first responders July 2016
- * Establish 16 bed maximum per unit (2017 PREA Requirement) March 2017
- * Motivational Interviewing – Training and Response March 2017
- * System to identify & address juveniles that are unable/unwilling to work program March 2017

Action Steps - Security

- | | | |
|-----------------|---|------------|
| Completed | * Utilize Walk-n-Talk vs immediate mechanical restraints intervention | Sept 2016 |
| Ongoing | * Establish Scene Commander process | March 2017 |
| Policy in Place | * Establish alternative security measures for riots / major disturbances | Sept 2017 |
| Ongoing | * Address 5% of youth that are not working program and assaulting staff / youth | March 2018 |

Action Steps – Crisis Management Unit

- | | | |
|---------|---|------------|
| Ongoing | * Revise CMU Manual / security process / address treatment intervention | March 2017 |
| Ongoing | * Debriefing and Issues Group upon the juveniles return to unit | March 2017 |

Action Steps - Lack of Proper facility to Maintain Population

- * Facility Improvements March 2018
- * Intensive Treatment Program (ITP) March 2018
- * Isolation Rooms March 2018
- * Crisis Management Room (SWOJC) March 2018

Sustaining Performance

Review trend reports and OC –outcome measures at general staff meetings, executive committee meetings, administrator on call meetings, DIP meetings, and department meetings.

- * Assaults, Use of Physical Force
- * Crisis Management Intervention
- * Walk-n-Talk Utilization
- * OC Spray – Outcomes Measures

Monthly Superintendent Reports