

Idaho Juvenile Justice Commission

District Three Juvenile Justice Council

2018-2020 Action Plan

Council Values Statement

To develop early system supports and services within the community and develop definitive collaboration between the community and the District Three Juvenile Justice Council.

Tina Freckleton 1/4/2018

Tina Freckleton, Chair

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Brief Narrative Report

The Idaho Juvenile Justice Commission (IJJC) initiated a recent planning process to ensure both the revisiting and completion of individual plans for the IJJC and each Idaho Juvenile Justice District Council. In October of 2017, Juvenile Justice Specialist Alan Miller facilitated the development of these plans. The District 3 planning session was scheduled for and held on October 11th, 2017, in Nampa, Idaho, and was attended by District 3 Council members, invited members of the community (from throughout the District), and members of IJJC staff.

Following opening remarks from Tina Freckleton, District 3 Chair and Mr. Miller, the session began with introductions of those present. A key component of this introductory process was having each participant identify the area of juvenile justice they felt that District 3 could most effectively impact in the coming three years. While the initial thoughts may be found below, it is important to note that a substantial number of these thoughts centered in two areas: Collaboration and the development of an early system of support and services. These two areas form the thematic areas of the District 3 plan. Many participants also observed that they had not been part of a process like this before.

Participants had only been offered one day for the planning session. Consequently, the facilitator and IDJC staff actively worked with the group to complete the 3-year plan development process.

Initial areas of organization

Collaboration

- Develop a forum to share information
- Council members will identify relevant issues and share at council meetings.
- Organizations in D3 will utilize 'best practice approaches' for family involvement.

Develop an early system of supports and services.

- Schools in the Third Judicial District will be prepared to implement Restorative Justice Practices.
- Develop a culture of mentoring in the District 3 community.

These ideas were sorted into the two named thematic areas and became the strategic planning focal areas for this effort. Participants self-selected to each of the two strategic planning areas and, in those groups, selected a scribe and facilitator/leader.

The task set for the participants was to develop "goal statements" within their strategic area and, following establishment of the goal statements, further develop "objectives" under each goal that would allow them to achieve that goal. Participants were also shown how to develop "Recommendations" for those areas where participants felt the District Council did not have the ability to directly act on the outcome. Throughout the process the groups were asked to report on their progress and were supported by both the facilitator and staff in their efforts. With most goals and objectives identified, the two groups were encouraged to develop the necessary steps for accomplishing their Objectives.

Once plans were relatively complete, an individual was chosen to present each group's plan to the other group to ensure nearly all participants were able to comment on all aspects of the District 3 plan.

IJJC has been asked to develop a list of those principles that might be most useful to the federal Office of Juvenile Justice and Delinquency Prevention (OJJDP) to collect and for which OJJDP might develop more systematic measures. The data principles appear as part of this report. Following brief reflections on the process, the meeting was adjourned.

Recommendations for District Council consideration:

- 1) There are a couple of areas that will require evaluation over time. Perhaps a single evaluator should be retained to help develop evaluations identified in this plan.
- 2) The Chair should consider developing subcommittees or workgroups around the two strategic areas to ensure that the work is overseen by more than just the staff and Chair. The plan draft notes a number of these work groups and recommends they be established. These include a Collaboration Workgroup and a Mentoring Workgroup.
- 4) There were many representatives of the community and others who were quite interested in this process. These individuals should be invited to join the Council and enlisted in the work.
- 5) There are a number of ideas that start fast then have long lag times. Be cognizant of this and be prepared to accelerate some work or delay other work to ensure all issues are effectively addressed.
- 6) Develop Council agendas that reflect updates and progress on the plan – perhaps separating that section of the agenda into two areas – each reflecting one of the thematic areas of the plan.
- 7) There were areas of the plan that were left incomplete (likely due to the single day nature of this plan). Groups should be encouraged and facilitated to get back together to review this draft for completeness and, where necessary, to determine if new items should be added.
- 8) This District Council and associated groups should consider the following meeting rules to allow for better functioning, less burnout, and more effective decision-making:
 - a) The Rule of One: One person is not sufficient to accomplish a new or good idea. Seek more than one person to assist with most tasks and spread leadership and volunteerism around. If only one person is interested in doing a task, it may be a worthwhile task, but it is not a good idea for the group at this time. This reflects how willing participants are to work on an area. Further, if one person always volunteers it may either lead to burnout or concentrate too much responsibility in one person.

b) Silence is Assent: too often we cede control of our groups to those who either do not show up or do not respond. Get the group to agree that silence when asked to comment is the same as support for an idea and that absence from a meeting indicates your trust and support of the group to move forward. When needing decisions by e mail, indicate a time certain for the response reminding participants that silence by the due date will be construed as assent. This ensures that decisions are made in a fully informed manner. Lengthy notice is helpful in all these matters.

c) Live Strategic Planning: Put strategic plan topic areas that are coming due onto the agenda under a permanent agenda item entitled "Strategic Plan Report". This ensures the plan is not forgotten. Be flexible when items are not completed. Re-adjust dates and seek ways to assist in each elements completion. This is a form of accountability and follow-up (we ask no more of our kids, right?)

d) Over-commitment: Top out how many tasks an individual can do and ask others to step up and take the lead on an area rather than one of the "usual suspects". If no one volunteers, consider (b) above.

e) Be careful not to over-complicate things. If you suddenly see an easier way to accomplish something, modify your plan.

**State of Idaho Juvenile Justice Commission
District 3**

Strategic Plan 2018-2020

**Strategic Areas
Collaboration &
Development of an Early System of Support and Services**

October 11th, 2017

Goal #1: Collaboration

Objective A: Council members and stakeholders will be informed of resources available.

- Step 1:** Identify an effective forum or tool that could be used
Who: IDJC District Liaison (Joe Langan), Council Chair (Tina)
When: By March 31, 2018
Measure: Research completed, report to the District Council
- Step 2:** Council identifies and recommends who would run the collaboration program
Who: Council
When: By July 31, 2018
Measure: Provider identified, recommendation offered to agency.
- Step 3:** Assuming the provider agrees to provide the resourced-program or tool, provide training to the provider
Who: Council will identify meetings or forums already in existence.
When: By September 30, 2018 and ongoing annually after that
Measure: Training and/or conferences identified; attendees report to the District Council per policy & procedure.
- Step 4:** Implement program/forums
Who: Agency selected
When: By October 2018
Measure: Implementation of tool or forum.
- Step 5:** Identify the resources available (time, cost, facilitator, building, materials)
Who: IDJC District Liaison (Joe Langan)
When: By December 31, 2018
Measure: List of resources, report to Council
- Step 6:** Evaluate the effectiveness of the program/forums
Who: Council,
When: By March 31, 2019 and on-going annually thereafter
Measure: Evaluation completed and results summarized for review by Council
- Step 7:** Develop a forum or tool to share information.
Who: Council, Council Chair is lead
When: By October 31, 2019
Measure: Implementation of tool or forum.
- Step 8:** Council members will identify relevant issues and share at Council meetings.
Who: District 3 Council
When: By May 31, 2018 and on-going after that
Measure: Concerns and decisions noted in Council minutes.

GOAL #2: Develop an Early System of Support and Services

Objective A: Schools in the Third Judicial District will be prepared to implement Restorative Justice Practices.

Step 1: Identify and develop Restorative Justice Practices applicable to educational settings.

Who: To be determined

When: Workgroup appointed by June 2018

Measure: Research completed and report to the Council.

Step 2: Provide training to school administrators, counselors, teachers, SROs and students.

Who: To be determined

When: Workgroup appointed by August 31, 2018 and on-going annually.

Measure: Research completed, training requests received and processed, attendees report to the Council.

Objective B: Develop a culture of mentoring in the District 3 community.

Step 1: Council researches benefits of mentoring

Who: [to be determined]

When: By February 28, 2019

Measure: Research completed, report to the District Council

Step 2: Inventory ongoing mentoring in District 3.

Who: [to be determined]

When: By March 31, 2019

Measure: Programs identified and presented to Council

Step 3: Identify support programs and approaches and identify mentors to train.

Who: [to be determined]

When: To be completed by March 31, 2019

Measure: Present to Council report of research

Step 4: Outreach and educate the community on mentoring

Who: [to be determined]

When: To be completed by March 31, 2020

Measure: Increased number of mentors and mentoring resources in the community.

Initial thoughts:

Collaboration

- Combine efforts meaningfully
- Common county work, all on the same page
- Communication among agencies
- Community services and communication with community
- Shared responsibility between agencies: Education of roles and resource access
- What resources do we have? (3 persons)
- Shared training
- Utilize wrap around services to our youth
- Collaboration of services introducing evidence-based models for diversion
- Information sharing between agencies; communication & collaboration between agencies; Bring adversaries to the table to enhance communication (3 persons)
- Commonality between DJC and services

Development of an Early System of Support and Services

- Mentoring (especially females)
- Pro-social activities
- Restorative Justice
- School involvement
- Streamline diversion
- LBGTQ-IA
- Accountability
 - Youth
 - Parents
- Fostering Passions
 - Vocations
 - Recreation
 - Education

Forum Purpose

- 1) To facilitate Communication among stakeholders
- 2) To create common goals regarding at-risk youth and families among youth- and family serving agencies
- 3) To identify our best use of community resources
- 4) To create an evidence-based, systemic approach to working with at-risk youth
- 5) To identify emerging issues regarding at-risk youth and families