

DIVISION OF CHILDREN AND FAMILY SERVICES
Office of Juvenile Services (OJS)
GUIDING PRINCIPLES and OPERATION'S PLAN
2014-2019



OUR VISION:

To help youth live better lives through effective services, affording youth the opportunity to become law abiding citizens.

OUR COMMITMENTS:

1. Youth and community safety is our #1 priority

- We respect the individuality of each youth we serve
- We advocate for each youth's safety, permanency and well-being
- We respect each youth's family and culture

2. We respect and value parents and families

- We seek to identify family strengths
- We believe parents want to keep their youth and communities safe
- We believe that parents want to provide for and have their youth placed with them whenever possible
- We believe youth grow best in families, which are the cornerstone of our society
- We recognize the importance of family connections
- We believe every family and youth is capable of change
- We understand families are the experts of their own experience

3. We value partnerships

- We are all accountable to achieve positive results for youth and families
- Families have the right to be a part of the decision-making team
- Casework is the most important function of the agency team
- Families, communities and government share the responsibility to keep youth safe

4. We are juvenile justice professionals

- We use a continuous quality improvement framework to achieve desired outcomes
- We recognize the importance of providing effective and timely services
- We value, respect and support each other
- We are proud that we improve the quality of life for families in our community
- We are fiscally responsible
- We aspire to be culturally competent

CHAPTER 1: PREVENTION AND EARLY INTERVENTION

OUTCOME STATEMENT: YOUTH AND FAMILIES WILL HAVE TIMELY ACCESS TO THE SERVICES AND SUPPORT THEY NEED

Goal Statement: Build infrastructure to support at risk families.

Strategies	Lead	Start Date	Completion Date	Progress
1. Participate on the Children's Commission OJS Sub-Committee to continue developing the framework for the juvenile justice system in Nebraska	T. Green	On-Going		
2. Expand the Cross Over Youth Practice Model (CYPM) Statewide	T. Green	January, 2014		
3. Participate on the NE Coalition for Juvenile Justice to ensure Community Funds are targeted towards prevention services at the County level	T. Green	Ongoing		
4. Ensure that all youth committed to a Youth Rehabilitation and Treatment Center (YRTC) have been previously placed on Probation supervision prior to commitment	T. Green	July 2013/Ongoing		
5. Upon entry to a YRTC, youth will receive all appropriate screenings/evaluations according to Performance Based Standards (PbS) at a rate equal to or above the field average	J. Peterson D. Scarborough	Ongoing		
6. Partner with State Probation Adm. to review recidivism data and develop strategies	T. Green	Fall 2014		

MEASURE(S):

- A. Monthly Children's Commission OJS Sub-Committee Meeting Minutes
- B. Tracking additional Counties (beyond Douglas) who begin the CYPM
- C. Monthly NE Coalition for Juvenile Justice Meeting Minutes
- D. YRTC Intake Tracking Database
- E. PbS Standards published in April and October of each year
- F. YRTC Recidivism Data

LEGEND

	In Process
	Slow Start
	Reconsider Strategy
	Not Started
	Completed

CHAPTER 2: SAFETY

OUTCOME STATEMENT: YOUTH AND STAFF AT THE YRTC's ARE SAFE

Goal Statement #1: The YRTC's will provide a safe environment for youth

Goal Statement #2: The YRTC's will provide a safe environment for staff

Goal Statement #2: Youth are protected from abuse/neglect including sexual harassment and abuse (Federal Safety Outcome 1 & PREA Standard 115.311)

Goal Statement #3: Physical environments of the YRTC's will be free of safety hazards through Administrative Regulations & Operational Memorandums

Strategies	Lead	Start Date	Completion Date	Progress
1. Twice per year (April & October) youth and staff will be surveyed on their feeling safe	J. Peterson D. Scarborough	Ongoing		
2. After each staff safety survey, develop strategies to address any deficiencies	T. Green	June 2014		
3. Each facility will meet or fall below the field average with regards to youth and staff feeling unsafe	J. Peterson D. Scarborough	Ongoing		

MEASURE(S):

- A. Repeat Maltreatment (Federal Measure)
- B. PbS Measures (Safety 1-15)
- C. PREA Compliance Audits (internal or external)
- D. Facility Administrators Meeting Minutes

LEGEND

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	Not Started
	Completed

CHAPTER 3: WELL-BEING

OUTCOME STATEMENT: YOUTH COMMITTED TO THE YRTC's WILL HAVE THEIR PHYSICAL/MENTAL HEALTH & EDUCATION NEEDS ADEQUATELY ADDRESSED BY QUALIFIED PROFESSIONAL STAFF

Goal Statement #1: Youth receive appropriate services to meet their education needs (Federal Well-Being Outcome 2).

Goal Statement #2: Youth receive adequate services to meet their physical and mental health needs (Federal Well-Being Outcome 3).

Goal Statement #3: Youth will increase their educational grade level functioning from admission to release

Strategies	Lead	Start Date	Completion Date	Progress
PHYSICAL HEALTH				
1. Each facility will ensure that staffing schedules/on-call system allows for timely intake screenings	J. Peterson D. Scarborough	Ongoing		
2. Deputy Director will review on a quarterly basis, documented medication error reporting forms/summaries	T. Green	Oct.-Dec. 2014		
3. Each YRTC will develop a new process to track medication errors and differentiate between documentation and administration errors	J. Peterson D. Scarborough	June 2014		
MENTAL HEALTH				
1. Each facility will ensure that staffing schedules/on-call system allows for timely intake screening	J. Peterson D. Scarborough	Ongoing		
EDUCATION				
1. Review 2014/2015 school schedules at YRTC-Kearney to ensure full school day attendance	T. Green	August 2014	September 2014	
2. Review IQ Testing policies/practices to ensure best practice is utilized	T. Green	May 2014	May 16, 2014	
3. Complete a comparative analysis of both Kearney and Geneva High School	T. Green	Fall 2014		

MEASURE(S):

- A. CFSR Federal Well-Being Outcome #2 & #3
- B. PbS Standards Health (1-16)
- C. Quarterly Health Authority Meeting Minutes

LEGEND

	In Process
	Slow Start
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	Not Started
	Completed

CHAPTER 4: WORKFORCE STABILITY

OUTCOME STATEMENT: THE OFFICE OF JUVENILE SERVICES' WORKFORCE IS WELL-QUALIFIED, TRAINED, SUPERVISED AND SUPPORTED.

Goal Statement #1: Reduce staff turnover

Goal Statement #2: Provide for ongoing training for staff that addresses the skill and knowledge base needed to carry out their duties

Goal Statement #3: Supervisory staff will be well trained and provide overall leadership for the facilities

Strategies	Lead	Start Date	Completion Date	Progress
1. Partner with University of NE at Kearney to develop a marketing plan for YRTC-Kearney	J. Peterson	May 2014		
2. Plan and deliver Supervisory Conference with a focus on adaptive/culture changes and expectations/strengths based	T. Green	May 2014	May 6 & 7, 2014	
3. Evaluate staffing patterns/schedules of each facility to ensure family friendly schedules	T. Green	Fall 2014		
4. Deputy Director will annually review training plans for each facility	T. Green	Ongoing		
5. Utilize exit interview information (survey monkey results) to improve retention and worker satisfaction/develop report/integrate with CQI	L. Madson T. Green	Fall 2014		
6. Distribute OJS exist interview results to Facility Administrators and identify next steps	T. Green J. Peterson D. Scarborough	Fall 2014		
7. Partner with DHHS Leadership to implement Emergenetics and 360 surveys with YRTC leadership	T. Green	Spring 2014		

MEASURE(S):

- A. Exit Interview Report
- B. Turnover and Vacancy Report Monthly Report
- C. YRTC Training Records

LEGEND

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	Slow Start
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	Completed

CHAPTER 5: Evidence Based Programming

OUTCOME STATEMENT: YOUTH WILL RECEIVE TREATMENT AND SUPPORTS THAT ARE EVIDENCE BASED/EVIDENCE PROMISING

Goal Statement: Programming and treatment at the YRTC's will be family friendly, treatment oriented, and based upon the latest research

Strategies	Lead	Start Date	Completion Date	Progress
1. Conduct research on EBP's for Juvenile Delinquents	T. Green J. Peterson D. Scarborough	Fall 2014		
2. Ensure that Motivational Interviewing (MI) is fully implemented according to the EBP Model	J. Peterson D. Scarborough	Winter 2014		
3. Ensure Annual Report is updated to reflect changes in LB464 requiring EBP implementation	T. Green	Fall 2014		
4. Deputy Director will provide Semi-Annual on-site visits for all staff to update on progress/changes to each facilities treatment models/philosophies	T. Green	January 2015		
5. Deputy Directors will hold a meeting with clinical staff of each facility re: treatment modalities and expectations	T. Green V. Maca	Summer 2014		

MEASURE(S):

A. YRTC Annual Reports to the Legislature

LEGEND

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	Completed