



Juvenile Rehabilitation

Addressing Employee Concerns

Action Plan Progress Report

August 15, 2007

FOCUS AREAS:

- How JRA Measures Success
- Integrated Treatment Model
- Staff Recognition
- Tools and Resources
- Confidence in Decisions Made by Senior Leaders in JRA

So far, we've:

- Updated the JRA Internet with outcomes related to JRA's implementation of the Integrated Treatment Model
- Eliminated duplications and adjusted case management reporting schedules to reduce staff "computer time" and increase therapeutic interaction with youth
- Activated a new electronic case management system - **ACT** - in October 2006 that when fully operational will streamline case management data entry
- Recognized the work done by JRA staff by advocating for salary parity between Juvenile Rehabilitation Series staff and Social Worker Series staff
- Gained support in the 2008/.2009 Budget for 46 new FTE's to further implement the Integrated Treatment Model and continue Violence Reduction in JRA institutions
- Established a fair hiring committee to bring greater objectivity, transparency, and consistency to hiring and promotional practices
- Developed all staff communications on research outcomes related to the Integrated Treatment Model/Functional Family Parole



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So far, we've (continued):

- Recognized the good things JRA has done in terms of diversity and cultural competency. To continue this work, JRA has convened and developed the charter for the **Juvenile Rehabilitation Diversity and Cultural Competency Workgroup**. This *grass roots* cross section of JRA employees will identify and recommend objectives, actions, measures, and implementation strategies for valuing and investing in diversity and making **cultural competency** a cornerstone of the work done in JRA. The formation of the workgroup recognizes the contribution staff at every level of the organization can make to improving the JRA workplace and serving our clients at the highest possible level.

Future Actions:

- Develop **Inside JRA** as a feature of the JRA Intranet. Similar to **Inside DSHS**, this Intranet site will be used to recognize and commend the fine things accomplished by JRA staff. Currently intranet items related to the following are being compiled:

Treatment Outcomes

Community Service

Interagency Collaboration

Promoting Safety

Mentoring

Team Spirit

Cultural Programming

Working with Families

Special Projects