



## Juvenile Rehabilitation

*Addressing Employee Concerns*

### Action Plan Progress Report

July 31, 2013

#### FOCUS ISSUE:

*Clear communication with staff*

#### So far, we've:

- Convened a Thought Leaders meeting, inviting participants from a variety of levels of staff at JR, DVR, OJJ and SCC, to continue the dialog on how the new administration will develop.
- Hosted a required two-day Extended Management Team (XMT) meeting for management at all levels in JJ&RA.
- Scheduled visits by JJ&RA leadership and management to regions and local sites within the organization and visits by regional staff to headquarters
- Implemented weekly report outs by Assistant Secretary to JJ&RA Leadership
  - Of particular importance to staff was the communication about integration, hiring, contingency planning and the WMS banding exercise.
- Continued improvement in communication regarding the Youth Voice initiative
- Continued efforts to include staff in policy development through the workgroup process

#### Future Plans:

- Prioritize feedback from staff and youth surveys and incorporating ways to address concerns on an annual basis.
- Continue to improve on a joint communication plan throughout JJ&RA
- Develop a joint JJ&RA intranet site to provide staff access to information on a timely basis.
- Continue to expand the focus of the newsletter based on JJ&RA's group feedback and administration priorities.

#### CONTACT INFORMATION

For more information, please contact **Rebecca Kelly** at **360.902.8285**.



# Juvenile Justice & Rehabilitation Administration Juvenile Rehabilitation

*Addressing Employee Concerns*

## Action Plan Progress Report

July 31, 2013

### FOCUS ISSUE:

*Use of Customer Feedback*

#### So far, we've:

- Used both youth and family feedback to inform larger initiatives, such as the Transition and Reentry Redesign project. The goal was to obtain feedback about the previous transition and reentry process, and identify areas for improvement
  - Held youth forums, conducted family surveys, and interviewed families face to face
- Expanded the Youth Voice initiative, which currently includes monthly meetings of JR youth who provide feedback to the administration and participate in leadership activities and training.
  - Youth Voice has been expanded to include a monthly policy meeting where youth review agency policy and give input on revisions and current practice.
  - Local Youth Voice groups have been developed at each of the three JR institutions, and are being planned for each community facility and parole region.

#### Future Plans:

- JR will continue to seek input from youth and families as large agency priorities are moved forward.

#### CONTACT INFORMATION

For more information, please contact **Rebecca Kelly** at **360.902.8285**.



# Juvenile Justice & Rehabilitation Administration Juvenile Rehabilitation

*Addressing Employee Concerns*

## Action Plan Progress Report July 31, 2013

### FOCUS ISSUE:

*Measurement of Successes*

### So far, we've:

- Implemented a Transition and Reentry Action Group with clear benchmarks for progress
- Increased partnerships with private businesses, colleagues in Vocational Rehabilitation in order to facilitate employment of JR youth at release.
- Entered into a data sharing agreement with the Office of the Superintendent of Public Education for education data to assist youth in reaching education goals
- Increased the utilization of the community facilities as placement options for eligible youth
- Continued the development of the Community Facility Master Plan and began policy development related to the community facilities.
- Hired a Program Administrator to implement the Prison Rape Elimination Act Standards for Juvenile Facilities in the JR facilities
- Expanded our 1 on 1 mentoring model to include group mentoring, electronic mentoring and other ways to reach more youth within JJ&RA.
- A mentoring partner at Evergreen State College was recognized and funded nationally for their work with youth at Green Hill through the "Gateways" program.
- Increased outreach to our Tribal Partners. Leadership and program staff visited the Yakima Nation in July and there is a trip to the Spokane Nation planned in Sept. 2013.

### Future Plans:

- Increase outreach to community partners for resource sharing
- Increase outreach to juvenile courts for the implementation of PREA Standards
- Increase outreach of JJ&RA leadership to community partners, employers, educators, local decision makers, and Tribal Nations

### CONTACT INFORMATION

For more information, please contact **Rebecca Kelly** at **360.902.8285**.