Juvenile Rehabilitation
Addressing Employee Concerns

Action Plan Progress Report
February 28, 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 Governor's 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

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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	*Promoting Safety*	*Cultural Programming*
Community Service	*Mentoring*	*Working with Families*
Interagency Collaboration	*Team Spirit*	*Special Projects*

- Established a folder on the JRA shared drive containing budget and legislative related presentations and information

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