

Probation Department

Demecia Wilson, Probation Administrator

The Lucas County Juvenile Probation Department remains committed to applying the balanced and restorative justice approach as a response to juvenile delinquency. In doing so, we continue to be led by the core principals of this framework; accountability, public safety, competency development and victim reparation. We are dedicated to our vision and mission and we strive to build on its core values and principles.

Probation Department Principles

- We Will Treat Every Individual with Dignity and Respect.
- We Will Approach Each Youth and Family From a Strength-Based Perspective.
- We Will Work to Support and Empower Parents.
- We Believe that Accountability for the Offender Means Accepting Responsibility and Acting to Repair the Harm Done to People and Communities



National reform leaders provide technical assistance to the Juvenile Court. Above, from left; Malachi Garza, Burns Institute, California, and Rev. Rubén Austria, CEO and Founder of New York's, Community Connections for Youth prepare to present at Lucas County Juvenile Court's Probation Transformation staff training event.

- We Are Committed to Continuous Quality Improvement to Assure the Best Possible Service to Our Customers.
- We Will Work to Develop Positive and Collaborative Relationships with Other Systems and Service Providers in the Community to Ensure the Greater Likelihood of Successful Family Outcomes.

Probation Department Achievements for 2015

As much of 2014 was devoted to researching and receiving technical assistance to guide reform efforts, 2015 was focused on further planning and outlining the necessary steps to implement the reform outlined in the court work plan. Probation played an integral role in the restructuring and reform efforts directed at improving outcomes for youth. Throughout the year, the probation staff worked diligently to build the necessary workforce to achieve identified goals. In addition, the staff took part in ongoing training and technical assistance providing the direction and expertise necessary to prepare for substantial changes in process. As a result, the following events took place during 2015:

- Much of the year was spent creating new positions outlining responsibilities to fulfill mission. Management efforts were directed toward filling positions due to retirements, resignations, appointments, and lateral moves
- Mike Brennan, Probation Administrator, retired after 32 years of dedicated service to youth and families within the community
- The Probation Classification Manager as well as a Probation Officer also retired with over 30 years of service

- 8 new positions were filled
- Four staff resigned to pursue other opportunities
- Two new Probation Officers were hired
- The Probation Department continued its commitment to staff development and growth through trainings; specifically in the areas of Motivational Interviewing, Trauma Informed Care, as well as JDAI training for all staff
- Staff took part in training to develop and implement a structured decision making matrix and process court wide to improve objective decision making. When implemented, tools will be utilized to ensure objective decision making at disposition with the goal of reducing racial and ethnic disparities.
- Staff participated in an all-day JDAI retreat entitled: The PYJ Expedition. Technical assistance was provided by the Annie E. Casey Foundation. The retreat provided insight on building community capacity for juvenile justice reform, the purpose of probation, the importance of community engagement, and putting Positive Youth Development into practice
- The Probation department began work to embrace the Positive Youth Justice (PYJ) model as a guide to build upon strengths, creating opportunities, and promoting positive relationships with youth.
- Developed a Probation Transformation work plan that outlined the implementation of a new process for cases referred for Probation Services.
- The department continued to evaluate the reform initiatives through probation restructuring, paying particular attention to Community Safety, Accountability, and Competency Development
- The Community Engagement Advisory Board was formed to engage community members in the reform process. The Board will meet on a monthly basis in 2016.
- With the technical assistance from the Burns Institute, a plan was put in place to develop a Family Navigators program in Lucas County modeled after a successful program in the Bronx, New York.
- The development and implementation of Functional Fami-



Lucas County Juvenile Court staff engage in ongoing training covering a multitude of topics. Above, staff are engaged in positive youth justice training activities.

ly Therapy (FFT) for youth on probation. FFT is a strength-based model which focuses on assessment and intervention to address risk and protective factors within and outside of the family that impact the adolescent and his/her family.

- Probation staff attended the Reclaiming Futures Conference featuring James Bell which emphasized the importance of equity as it relates to Racial and Ethnic Disparities within the Juvenile Justice system.
- The court leadership was recognized at the JDAI Conference in Phoenix, Arizona, as well as at the Youth Advocate Conference in Harrisburg, Pennsylvania.

As we move forward, the Probation Department is committed to put into action whatever is necessary to provide quality services for youth referred to Probation Services with the overall goal of making a positive impact in the community. We will maintain our position of applying best practices and evidence-based programming when serving youth and families to reduce delinquency, improve outcomes, and enhance the safety of the community.



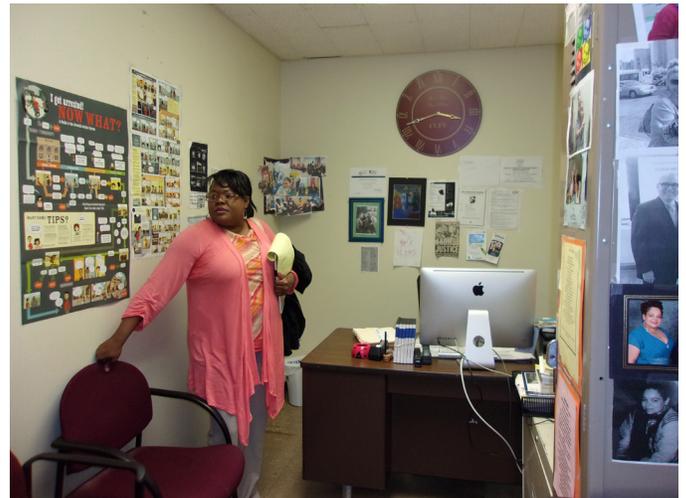
Rachael Gardner, LCJC JDAI Program Coordinator at the 2015 Probation Transformation training.



Cheryl Bath, Day Treatment Coordinator arranges one of the panels of staff notes created during the 2015 Probation Transformation training.



The Burns Institute sponsored an on site observation of Community Connections for Youth Family Navigator program in Bronx, New York. LCJC staff were able to see first-hand the comprehensive operation and witness the community benefits of working with court-involved families in a more positive environment.



Demecia Wilson, Probation Administrator, visited the Family Navigator office, run by Community Corrections for Youth in the Bronx, New York. Here, court-involved families are able to meet in the courthouse with a Family Navigator support staff member. This successful model is one Lucas County Juvenile Court plans to bring to our county in 2016.

Multi Systemic Therapy Multisystemic Therapy (MST) is an intensive family- and community-based treatment program that focuses on addressing all environmental systems that impact chronic and violent juvenile offenders -- their homes and families, schools and teachers, neighborhoods and friends. MST recognizes that each system plays a critical role in a youth's world and each system requires attention when effective change is needed to improve the quality of life for youth and their families. MST works with the toughest offenders ages 12 through 17 who have a very long history of arrests.

<http://mstservices.com/what-is-mst/what-is-mst>

Family Functional Therapy (FFT) helps youth and their families to overcome delinquency, substance abuse, and violence. FFT is a short-term, high quality intervention program with an average of 12 to 14 sessions over three to five months. FFT is a strength-based model built on a foundation of acceptance and respect. It focuses on assessment and intervention to address risk and protective factors within and outside of the family that impact the adolescent and his or her adaptive development.

FFT works primarily with 11- to 18-year-old youth who have been referred for behavioral or emotional problems by the juvenile justice, mental health, and school or child welfare systems. Services are conducted in both clinic and home settings, and can also be provided schools, child welfare facilities, probation and parole offices/aftercare systems and mental health facilities.

FFT consists of five major segments: engagement, motivation, relational assessment, behavior change and generalization. Each of these segments: has its own goals, focus and intervention strategies and techniques.

<http://fftlc.com/about-fft-training/clinical-model.html>