

Transforming Juvenile Justice: Legs for the Michigan Blueprint

March 14, 2024

William L. Seidman Center
Grand Valley State University
Juvenile Justice Vision 20/20

Disclaimer



THE ANNIE E. CASEY
FOUNDATION

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FUNDAMENTAL PRACTICES FOR PROBATION TRANSFORMATION

Site name

Date

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What condition of probation would have been the most difficult for you when you were a teen?



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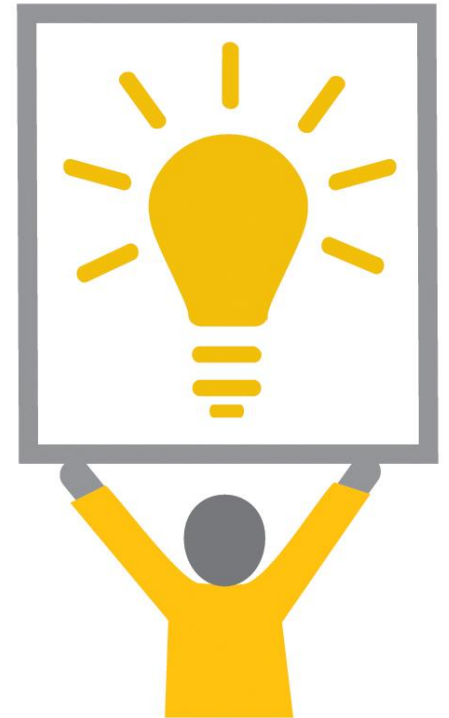
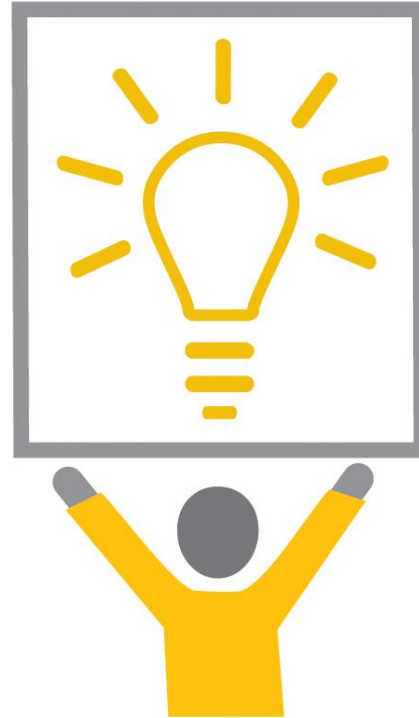


What is your role or position?

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Table Introductions

- Introduce yourself:
 - Name
 - Role
 - Organization



Why Probation Transformation?

Letter to a Child You Love

Dear _____,

Welcome to the world. I hope that you grow up to be
_____.

I want you to experience _____
and to always _____.

I know that you will learn to _____ and will also
_____.

My greatest hope for you is that

_____.

I also want you to _____
and to be _____
_____.

Love,

- Think of a child that you love
- Fill in the blanks of the template provided

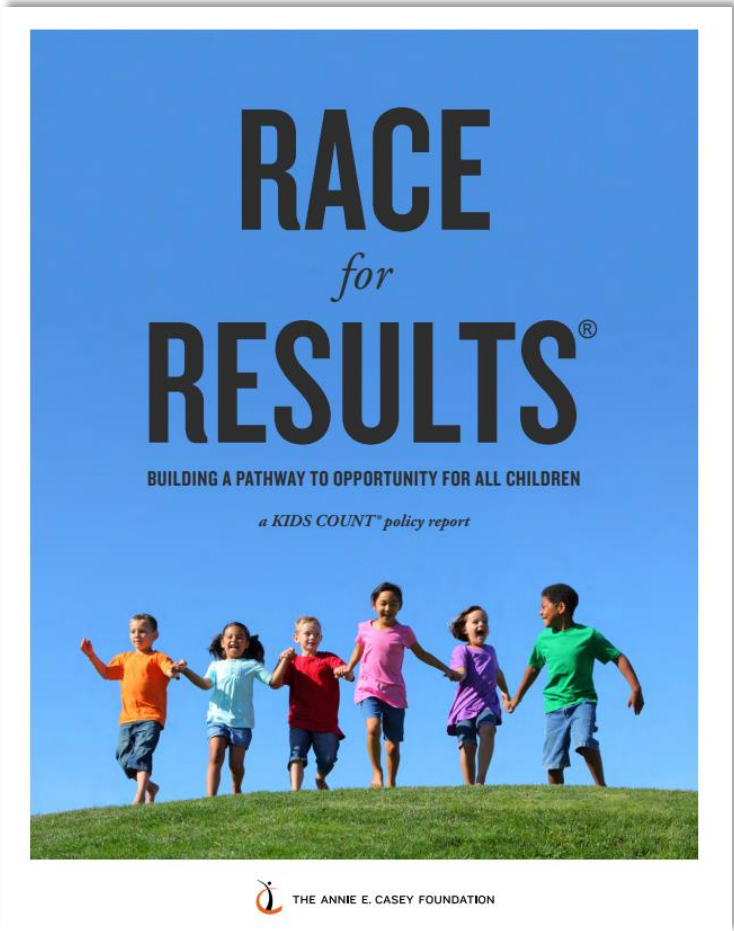


The Annie E. Casey Foundation develops solutions to build a brighter future for children, families and communities.

Race for Results 2024



Index Indicators and State Scores



Race for Results Index Indicators (Percentages)

	Year	Total	American Indian or Alaska Native	Asian and Pacific Islander	Black	Latino	White	Two or More Races	Children in Immigrant Families
EARLY CHILDHOOD									
Babies born at normal birth weight	2021	91.5	91.9	90.9	85.3	92.2	93.0	90.8	92.1*
Children ages 3 to 5 enrolled in nursery school, preschool or kindergarten	2017-21	58	56	61	59	53	59	59	57
EDUCATION AND EARLY WORK EXPERIENCES									
Fourth graders who scored at or above proficient in reading	2022	32	18	55	16	20	41	37	10**
Eighth graders who scored at or above proficient in math	2022	26	11	56	9				
High school students graduating on time**	2019-20	87	75	93	81				
Young adults ages 19 to 26 who are in school or working	2017-21	84	69	90	76				
Young adults ages 25 to 29 who have completed an associate degree or higher	2017-21	45	21	72	31				
FAMILY RESOURCES									
Females ages 15 to 19 who delay childbearing until adulthood	2021	97	95	99	96				
Children who live with a householder who has at least a high school diploma	2017-21	88	87	91	89				
Children who live in two-parent families	2017-21	69	50	85	39				
Children living at or above 200% of poverty	2017-21	62	43	74	42				
NEIGHBORHOOD CONTEXT									
Children who live in low-poverty areas (poverty <20%)**	2017-21	79	56	89	58				

KEY: Improved (Green), Worsened (Red), Unchanged (Grey)

Race for Results Index Scores (2024)

Location	American Indian or Alaska Native	Asian and Pacific Islander	Black	Latino	White	Two or More Races
United States	410	771	396	452	607	612
Alabama	693	729	333	351	632	551
Alaska	337	623	S	567	696	587
Arizona	291	780	439	413	685	629
Arkansas	616	624	299	397	597	562
California	532	797	461	457	739	690
Colorado	505	741	502	453	744	649
Connecticut	S	900	461	452	793	743
Delaware	S	904	424	425	690	569
Florida	546	792	408	551	697	629
Georgia	518	775	406	409	674	596
Hawaii	S	594	711	557	732	632
Idaho	422	691	S	442	659	609
Illinois	S	937	341	501	740	637
Indiana	S	707	349	457	659	537
Iowa	547	704	403	505	720	579
Kansas	659	747	381	441	690	562
Kentucky	S	667	341	412	575	501
Louisiana	500	683	285	411	623	512
Maine	S	750	494	715	657	649
Maryland	S	908	499	434	769	674
Massachusetts	S	943	516	429	798	723
Michigan	565	800	288	479	600	515
Minnesota	347	624	400	496	700	602
Mississippi	S	700	306	398	615	501
Missouri	S	769	328	495	649	549
Montana	309	S	S	542	667	559
Nebraska	443	646	353	429	740	576
Nevada	452	670	325	407	652	555
New Hampshire	S	763	531	560	720	730
New Jersey	676	877	465	511	798	729
New Mexico	344	632	452	405	606	552
New York	515	717	404	441	731	667
North Carolina	398	763	391	398	696	552
North Dakota	319	S	490	563	727	575
Ohio	S	757	288	455	658	495
Oklahoma	471	653	380	372	589	498
Oregon	490	714	468	444	649	528
Pennsylvania	528	767	333	387	705	543
Rhode Island	S	714	470	395	738	586
South Carolina	S	747	336	412	660	490
South Dakota	180	S	564	422	723	502
Tennessee	S	756	325	380	640	509
Texas	666	807	435	429	713	631
Utah	480	666	539	489	739	704
Vermont	S	679	626	723	683	723
Virginia	S	820	457	487	734	685
Washington	493	744	525	447	704	660
West Virginia	S	S	417	568	509	513
Wisconsin	514	654	273	483	742	602
Wyoming	313	S	S	516	657	562

Thrive by 25

Focus on the **young people most likely to become disconnected** from family, opportunity and community:



Young People of Color in **Low-Income Families**



Young People in **High-Poverty Communities**



Young People Who Are **Parents**



Young People Involved in the **Child Welfare System**



Young People Involved in the **Justice System**

The Casey Foundation's Current Juvenile Justice Work

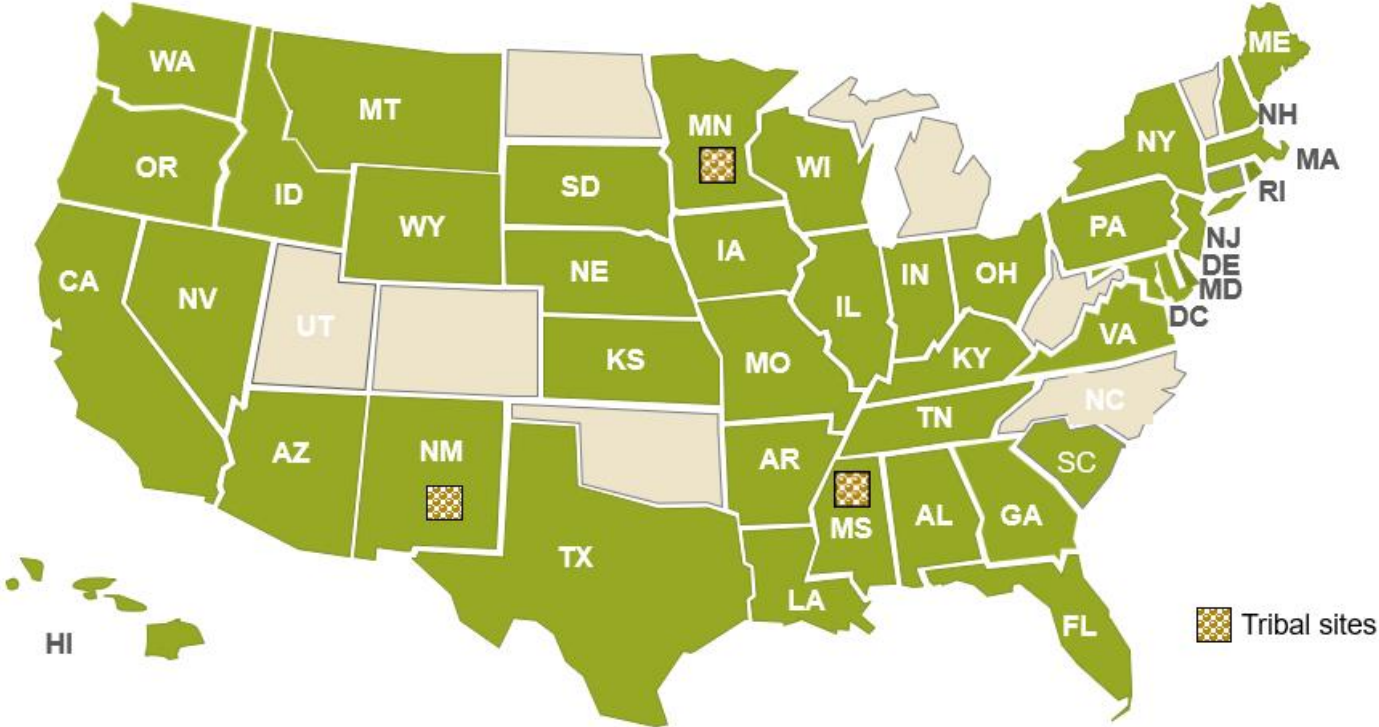
Going beyond detention to address prevention, diversion, probation and deeper ends of the system

Leading with race in pursuit of racial and ethnic equity

Aspiring for well-being, not just harm reduction, by connecting youth to the positives they need to thrive

Emphasizing collaboration with the young people, families and communities most affected by the system

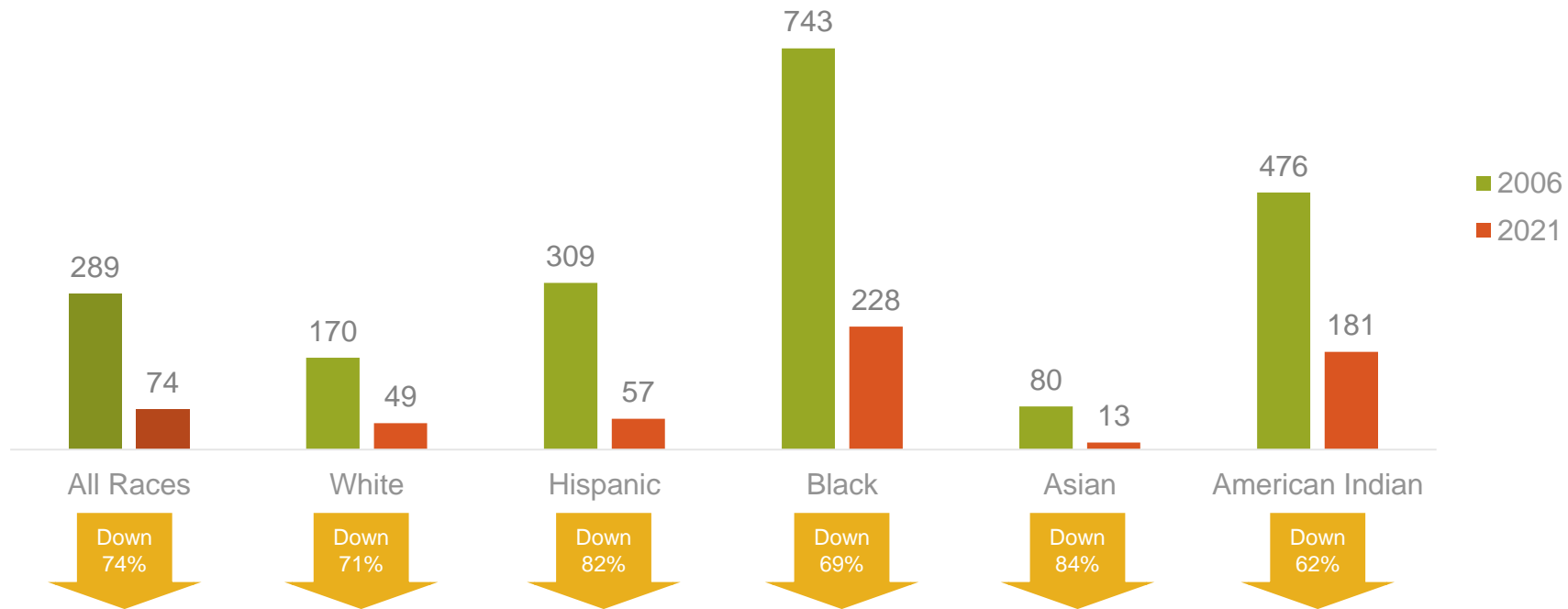
Casey's Influence on Juvenile Justice System Reform



- **JDAI[®]** has been implemented in approximately 300 counties, spanning 40 states over 30 years.
- **Applied Leadership Network** has trained four classes, spanning 53 alumni across 21 states, in a results-based leadership model.
- **Probation Transformation** includes a network of 21 sites across 12 states and partnerships with APPA, NCJFCJ, CJJ, CJCA and others.
- **Ending the Youth Prison Model** support has helped shift state youth correctional practices nationally.

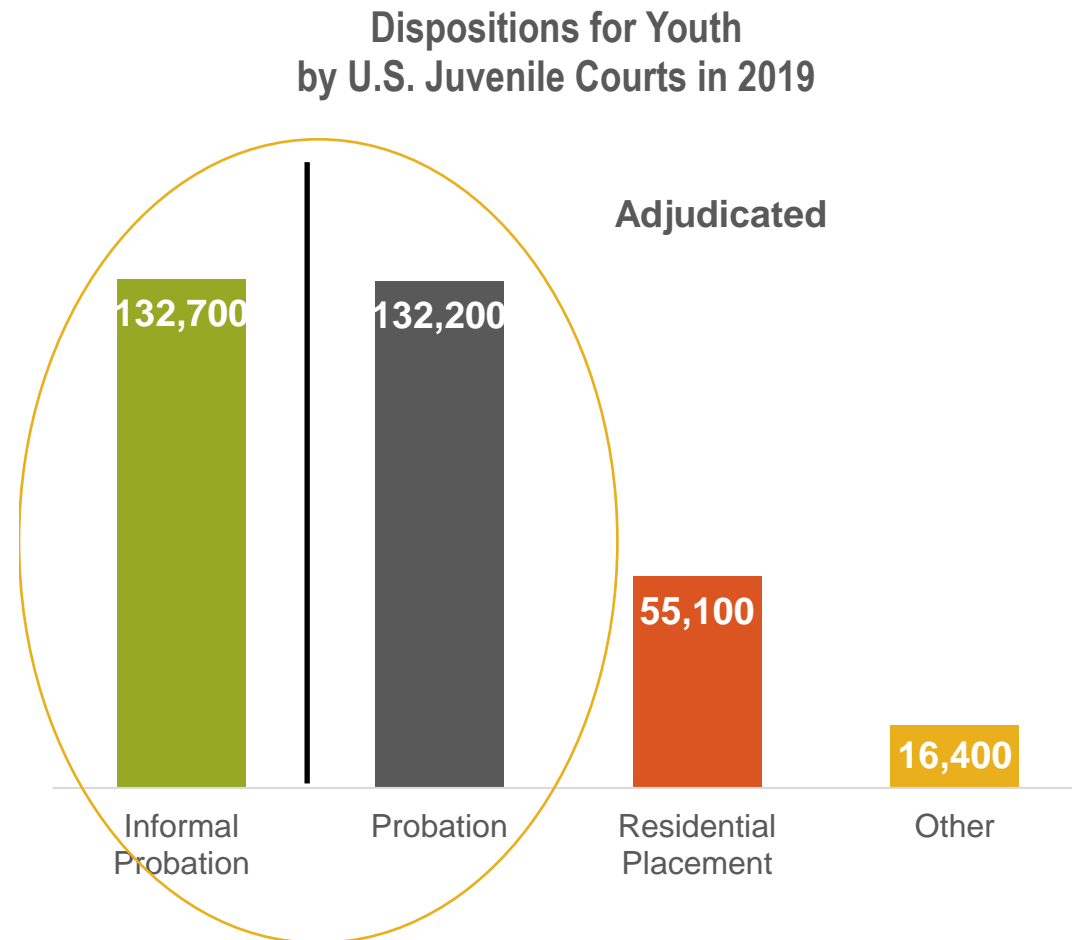
Youth of color continue to bear the brunt of our reliance on confinement

Disparities in Placement
(rate per 100,000 youth 10 to upper age of juvenile jurisdiction)



African American youth are more than four times as likely to be confined as their white peers.

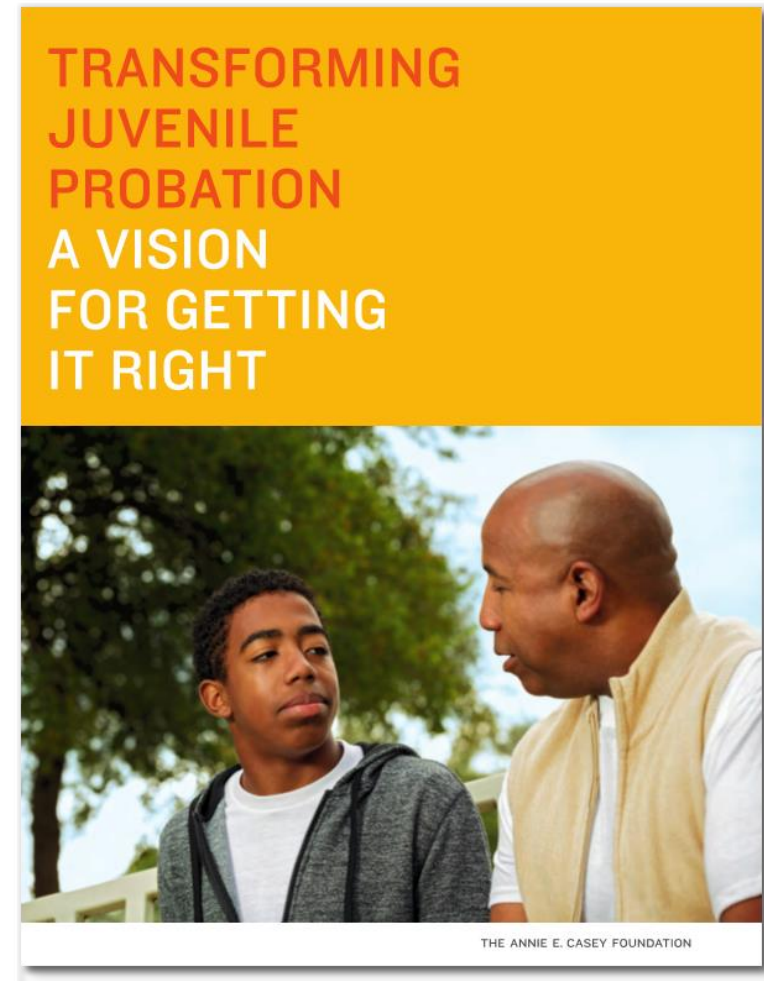
Why Transform Juvenile Probation?



- It's the **most common disposition in youth justice**. Most youth on probation have never been adjudicated delinquent.
- **Gateway to out-of-home placement:** Nearly **20%** of youth in placement are there for breaking probation rules, not breaking the law.
- **Perpetuates disparities:** Black youth are **three times** more likely to be placed on probation than white youth. Almost two-thirds (**65%**) of all youth in placement for technical violations are youth of color.
- Focus on compliance, risk and deficits lags behind knowledge of youth development, which calls for support, opportunity and connection.

The Casey Foundation Vision for Fundamental Transformation

- Expanding diversion and funding community organizations to lead it.
- Minimizing out-of-home placements in every form; relying instead on probation and community-based supports to address more serious cases.
- Making probation a relationship-based, time-limited intervention (*reserved for youth with serious offense histories and complex needs*) that supports youth well-being.
- Leading with race by insisting on an initial and continuing focus on achieving equity.
- Grounding the work in meaningful community partnerships that include young people and families affected by the system.



For youth justice systems to be transformed, they must be smaller, focused and rooted in community partnerships

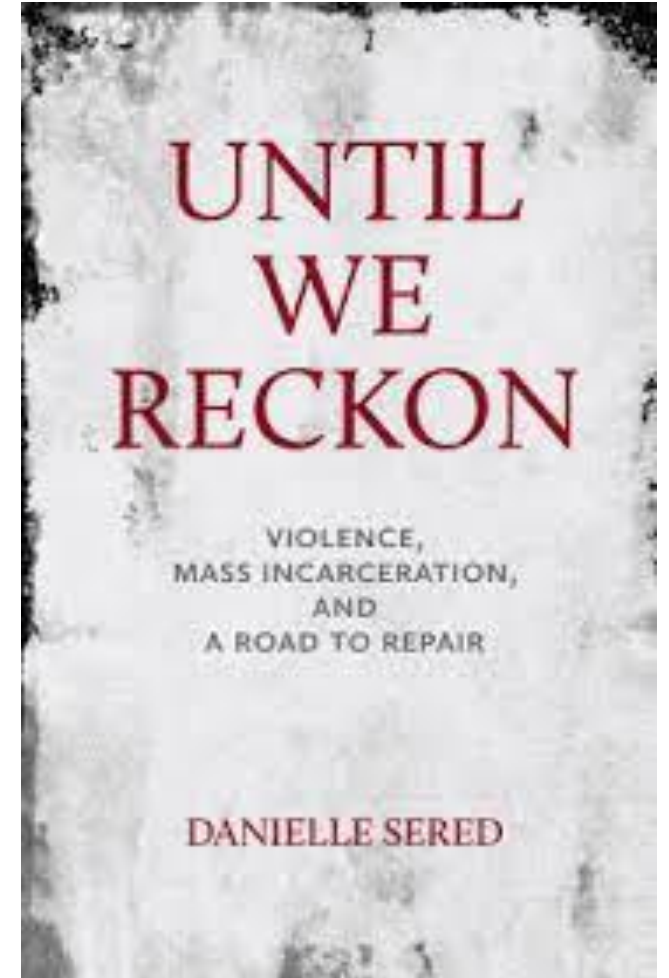
- **Raise the ceiling** by trusting probation instead of facilities for young people with serious offenses and complex risk and needs.
 - **And probation trusting community partners** to play a central role in holding youth accountable and guiding their growth.
- **Raise the floor** by expanding community-led diversion



What does real accountability look like?

To be accountable, one must:

1. Acknowledge responsibility for my own actions
2. Acknowledge the impact of my actions on others
3. Express genuine remorse and apologize
4. Take action to repair as much harm as I can, ideally on terms set by the person or persons harmed
5. Make a commitment not to do it again



Commonsense and Research-Based

Harris Poll Opinion Research, 2022

- **85%** believe most young people who break the law can be held accountable by the families and communities with the right resources.
- **86%** agree that connections to sports, work, school and community make youth less likely to get in trouble with the law.
- **90%** don't want young people to serve prison time for unlawfully possessing a gun if they haven't used it. (warning 16%; fine 25%; arrest with probation 49%; arrest with prison time 10%)

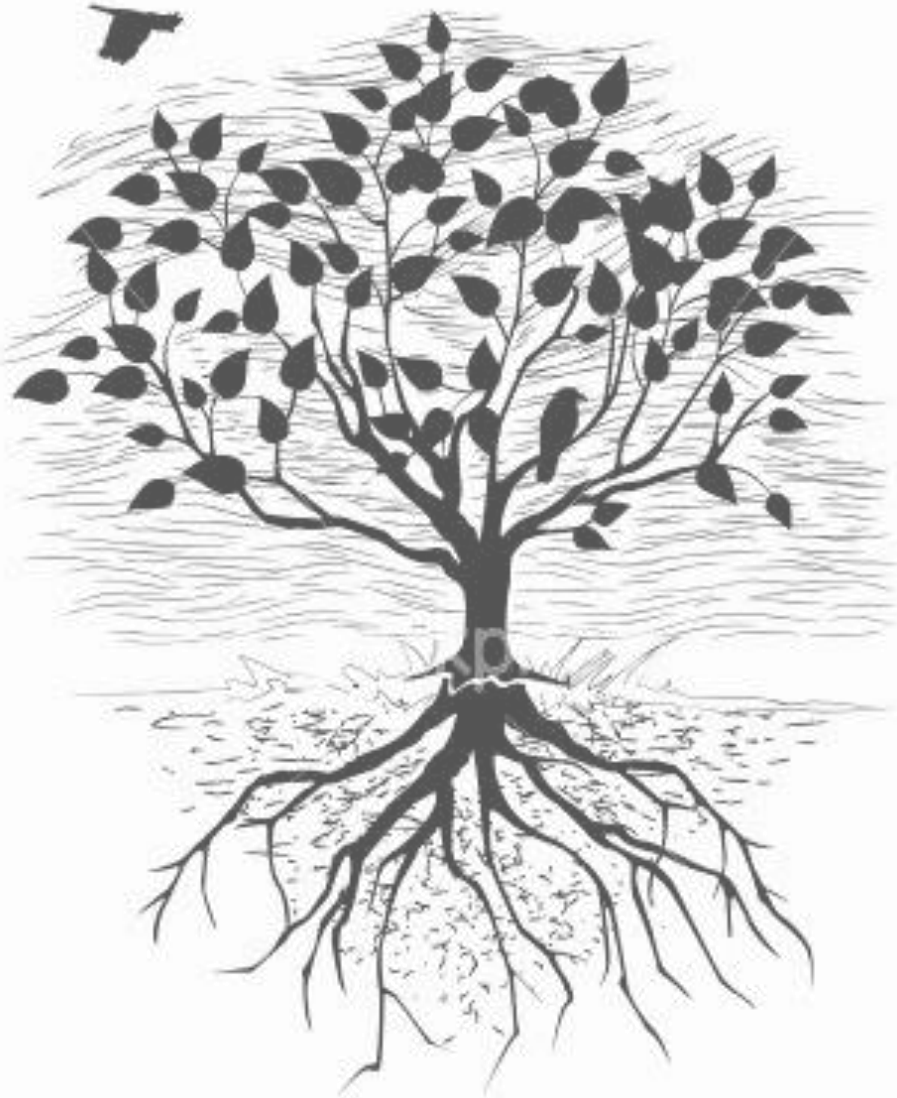
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Think about a community member who influenced your life positively when you were young. What is one word you would use to describe that person or your relationship?



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Why Community Partnership is Essential to Transforming Youth Justice



When systems act alone

- Could only reduce harm from system involvement

When communities add their wisdom, perspective and culture

- Could pursue community-based approaches to safe and healthy youth, families and communities

Key Practices in Probation Transformation

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What risky behaviors did you and your peers engage in during your youth?



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Youth Probation Officers: Coaches, Not Referees



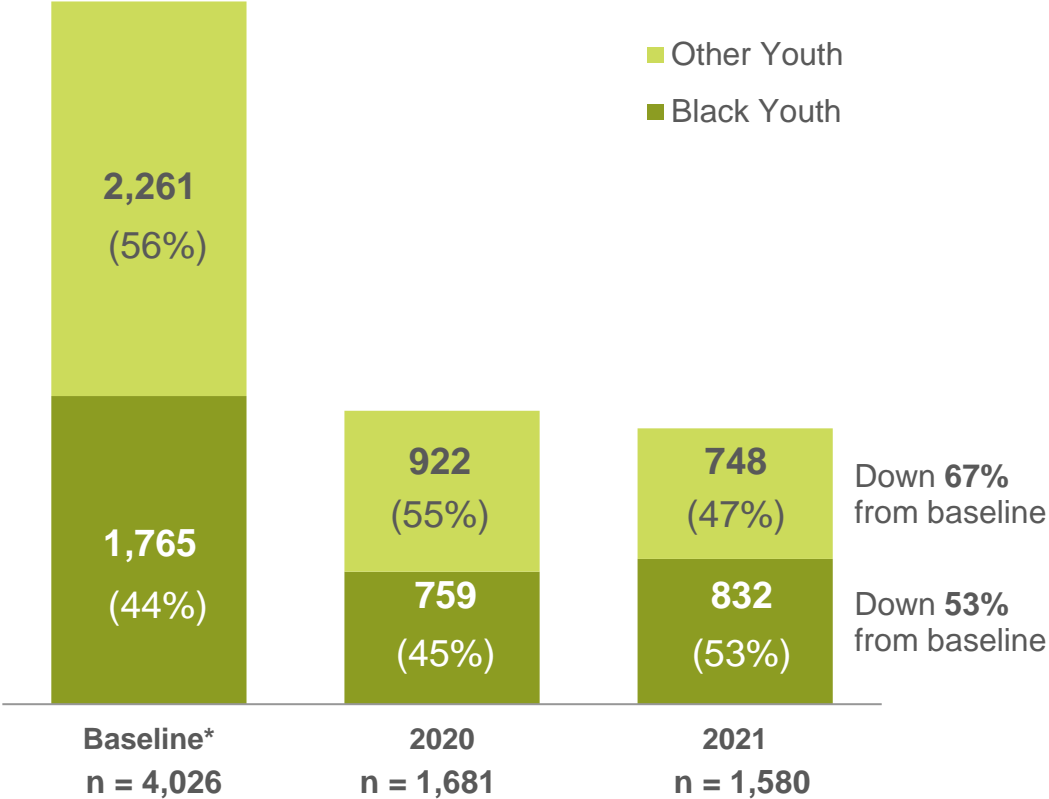
Key Practices in Probation Transformation that Foster Success

1. Minimize court and probation conditions
2. Create family-engaged case plans that are individualized and constructive
 - *Assign small caseloads to prioritize relationship building with youth/families*
 - *Leverage community partnerships to connect youth to positive role models and constructive activities*
3. Motivate positive behavior with incentives and opportunities
4. Eliminate confinement as a response to violations of probation



Dual Ambitions to Reduce Placement and Racial Disparities

Number of Out-of-Home Placements
Across Probation Sites

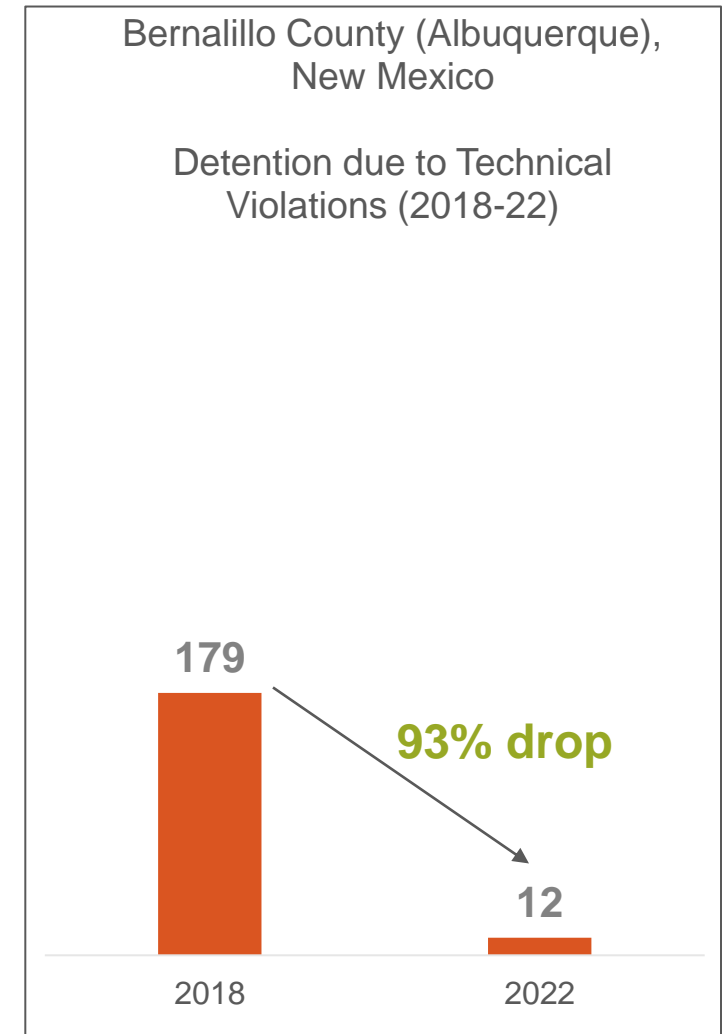
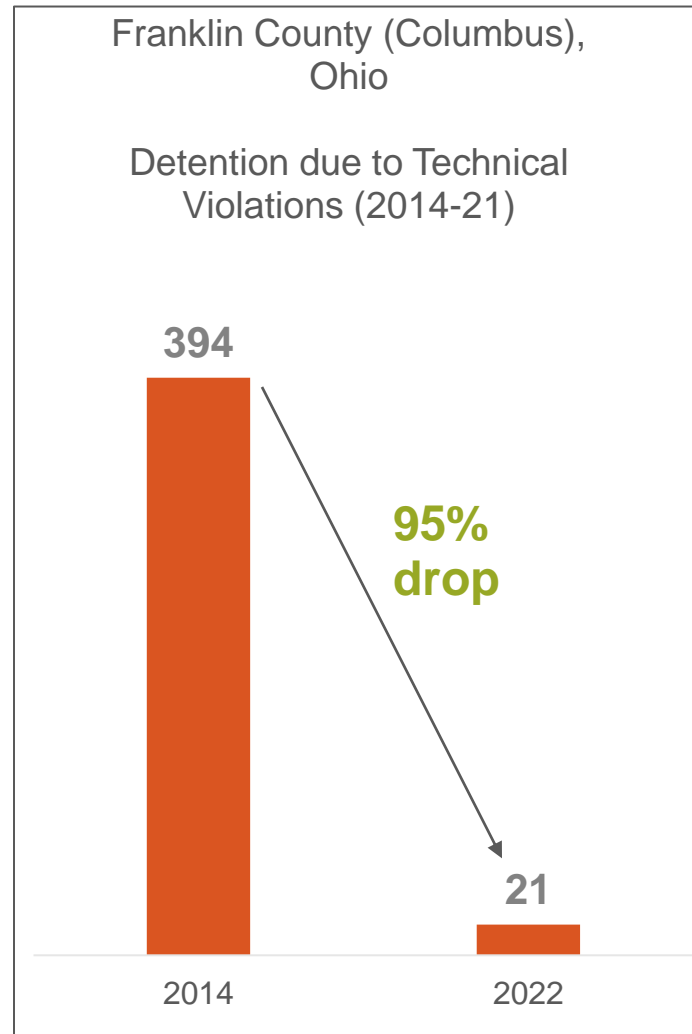


- Sites **reduced placement by 61%** for all youth since their baseline years (ranging from 2012 to 2019)
- Reduction was smaller for **Black youth (-53%)** than **others (-67%)**
- Overall disparities held steady prior to pandemic but have worsened since

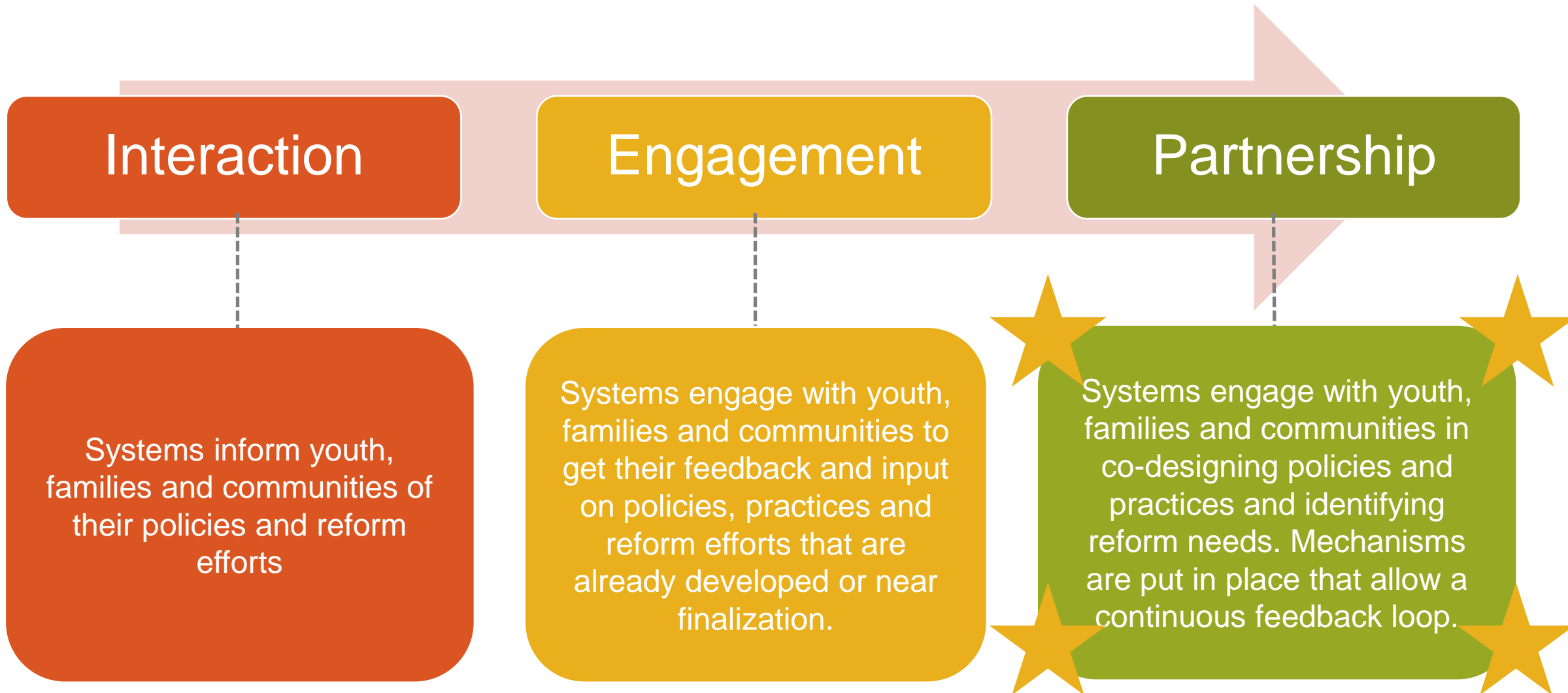
Due to reporting cycles, we have complete 2021 data from 15 of the 21 probation sites. Baseline years for the nine sites included in this dataset are 2012 (one site), 2014 (four), 2016 (one), 2018 (four) and 2019 (five) — the year before they began reform work with the Foundation.

A Small Sample of Big Results

- Since beginning Probation Transformation work, virtually every site in Casey's network has **dramatically reduced confinement for technical rule violations**
- Fourteen sites by more than 50%
- Five sites by more than 90%



Engagement Continuum



Examples of Community Partnership



Albuquerque Justice for Youth
Community Collaborative



Credible Messenger Mentoring
Movement



Harris County's Youth Justice
Reinvestment Fund

Community Led Diversion



Innovation in Pierce County, Washington



<https://www.youtube.com/watch?v=E-YZEVzoeM8>

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What ideas are resonating with you so far?



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What is one thing within your sphere of control that you might consider doing or thinking about differently?



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Multiple Levels of Family Engagement Promote Long-term Success for Youth and Families and Improve Equity

Family Engagement Framework



Family Engagement Framework

Guiding Concept	System Level	Case Level
CREATING A STAFF CULTURE CENTERED ON FAMILIES	Systems actively work to transform their cultures and shift staff perceptions through policies and training that focus on families' needs and strengths — developing staff who are focused on serving youth and their families.	Families receive respectful, consistent and effective service — without judgment — from all individuals they encounter within the juvenile justice system.
DEFINING WHAT MAKES A FAMILY	The operating definition of family is changed to extend beyond biological parents and legal guardians.	Individual youth and their caretaker(s) define who makes up the members of their family.

Family Engagement Framework

Guiding Concept	System Level	Case Level
<p>SUPPORTING, GUIDING AND ADVOCATING FOR FAMILIES</p>	<p>Systems create policies to ensure families are offered training on the juvenile justice system and develop a network of support services and resources to address family needs throughout the process.</p>	<p>Families have access to training, resources and peer advocates to support their ability to guide and advocate for their child in the juvenile justice system.</p>
<p>EMPOWERING FAMILY VOICE AND RETAINING FAMILY CONNECTIONS</p>	<p>Systems engage families at the earliest point possible, create an environment in which families are empowered to have a voice in all decision making and employ practices that allow youth to maintain contact with their families as easily and frequently as possible.</p>	<p>The families of youth in the juvenile justice system are aware of the child's status at any given time, actively participate in all decisions regarding the youth's case and maintain consistent and regular contact with the youth to fully support them throughout the process.</p>

Core Elements of the Case Planning Model

- **Stage One: Productive Starts**
 - Relationship focused, explanation of the process, identifying aspirations, finding a common ground goal, prioritizing what's needed (safety plans)
- **Stage Two: Deeper Exploration of Needs and Opportunities**
 - Exploring the case from multiple angles, broadening and deepening the alliance with family members, selecting four areas for the probation case plan
- **Stage Three: Creating the Plan**
 - Smart goals, shared responsibility, clarity on rules, incentives, consequences, and expectations

Where to Begin

- **Leadership Team Members** can share the guide with their “probation transformation (PT)” leadership team. Ask people to read pages 12- 13 on “Steps to Ensure Effective Family Engagement.” Have people share their reactions at an upcoming group discussion of the department’s commitment to family engagement.
- **Probation chiefs** can share the guide with supervisors and ask them to read and reflect on the six challenges (pages 9 – 11). Add it to the agenda for discussion at the next supervisor meeting.

Where to Begin (cont.):

- **Supervisors** can:
 - Use the checklist to reflect on where the unit is strong and where probation officers may need support.
- **Judges** can:
 - Support and ensure that case plans are developed according to the guide instead of issuing multiple court conditions.
 - Work with the probation department to discuss changes in court proceedings or processes that support the model, or challenges that stifle the new approach.

Reflection Questions

- What are you curious about?
- What do you want to know more about?
- Document on your notetaker

Notetaker

Key Ideas	Reflections
	What are you curious about?
	What do you want to know more about?

Takeaways

Resources

- Probation Transformation courses registration <https://www.aecf.org/work/juvenile-justice/jdai/juvenile-probation-transformation-training-series>
- Family Engaged Case Planning Practice Guide <https://www.aecf.org/resources/family-engaged-case-planning>
- Probation Transformation: A Vision for getting it right (Infographic) <https://assets.aecf.org/m/resourcedoc/aecf-transformingjuvenileprobation-infographic-2021.pdf>
- Probation Transformation: A Vision for getting it right (Report) <https://www.aecf.org/resources/transforming-juvenile-probation>
- Race for results <https://www.aecf.org/resources/2024-race-for-results>

Videos

- Youth Probation Officers: Coaches, Not Referees <https://www.youtube.com/watch?v=4EugLIGVSg8>
- Community-Led Youth Diversion and Development Explained <https://youtu.be/WDasc376Z3o?si=yMnzz9h7kD7cOTPP>
- Explainer: Transforming Juvenile Probation <https://youtu.be/6rPth6AEV9Y?si=ObUVehWoDOga3LWb>



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*Developing solutions to build a brighter future
for children, families and communities*

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Affinity Group Activity

Group **Place** **Facilitator**

Judicial **Boardroom** **Judge Capizzi**
Cheri Ely

Probation **Training Room** **Steve Bishop**
Front **Opal West**

Attorneys **Training Room** **Martha Blomquist**

Community **Back**

Partners

Educators

Affinity Group Breakout

Roles in Leading or Supporting Probation Transformation

What have you heard so far?



Where is the greatest opportunity for impact in your community?



What is my role in exploring that opportunity?



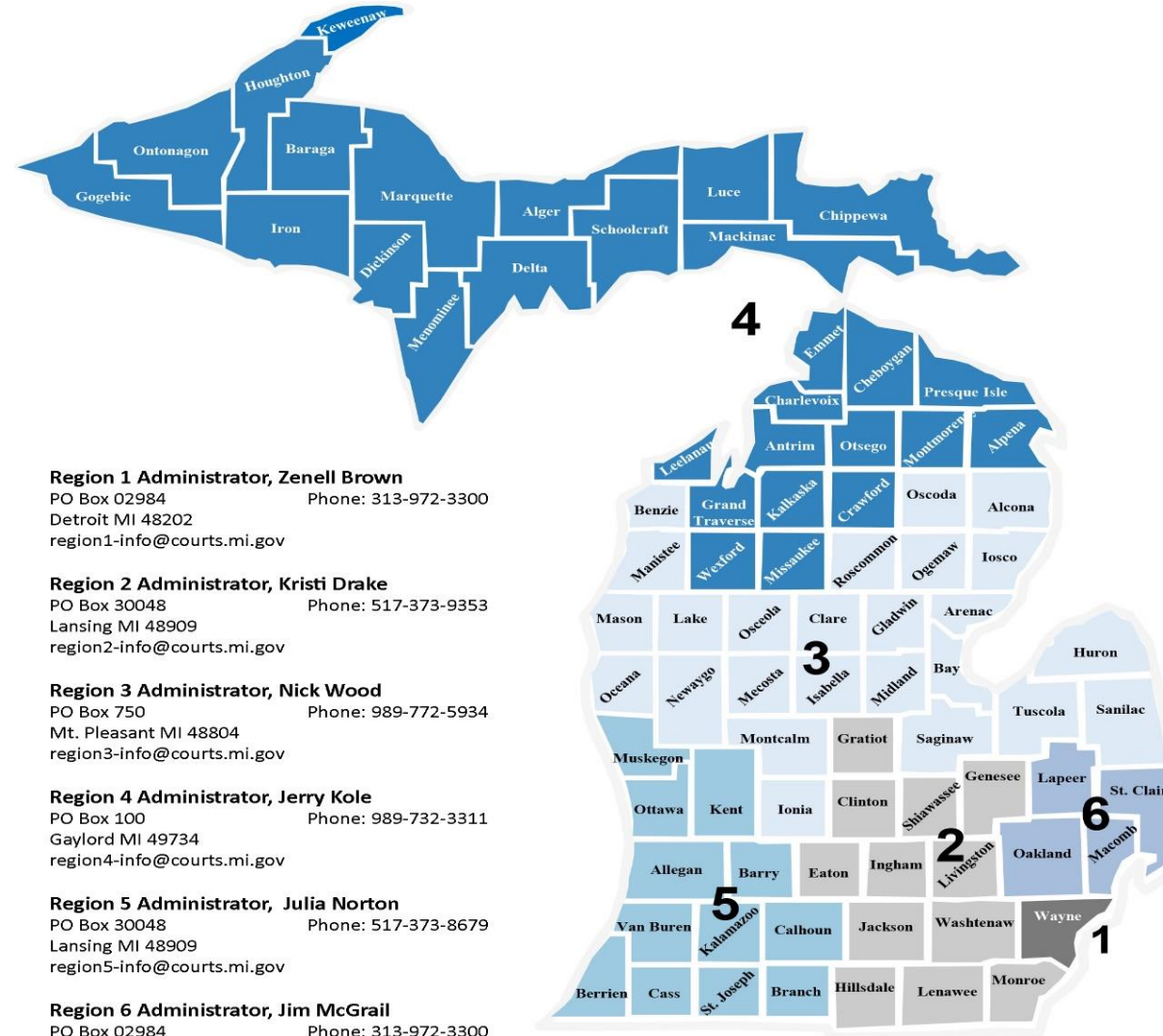
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What SCAO region are you in?



State Court Administrative Office Regions

Updated January 5, 2024



Region 1 Administrator, Zenell Brown

PO Box 02984 Phone: 313-972-3300
Detroit MI 48202
region1-info@courts.mi.gov

Region 2 Administrator, Kristi Drake

PO Box 30048 Phone: 517-373-9353
Lansing MI 48909
region2-info@courts.mi.gov

Region 3 Administrator, Nick Wood

PO Box 750 Phone: 989-772-5934
Mt. Pleasant MI 48804
region3-info@courts.mi.gov

Region 4 Administrator, Jerry Kole

PO Box 100 Phone: 989-732-3311
Gaylord MI 49734
region4-info@courts.mi.gov

Region 5 Administrator, Julia Norton

PO Box 30048 Phone: 517-373-8679
Lansing MI 48909
region5-info@courts.mi.gov

Region 6 Administrator, Jim McGrail

PO Box 02984 Phone: 313-972-3300
Detroit MI 48202
region6-info@courts.mi.gov



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Practice Focus Activity

- Select a probation transformation practice focus (1 of 5)
- Bring your workbook with you
- Find a seat at a table that has a sign on it for the practice focus you selected
- First-come first-serve! If all of the seats at the tables with this practice area focus are taken, select another practice area/table

Probation Practice Focus

Ask questions ... reflect on existing practice ... think about change

	<p>What are your fears or hesitations about changing current practice in your jurisdiction?</p> 
	<p>What is your court currently doing that it can build on to have this practice in closer alignment with recommended practice?</p> <p><i>Today</i></p>
	<p>Using a scale of 1 to 5 (1= not close and 5= implemented) , score how close your current practice is to recommended practice? Why did you give this score?</p> 

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Lunch Activity

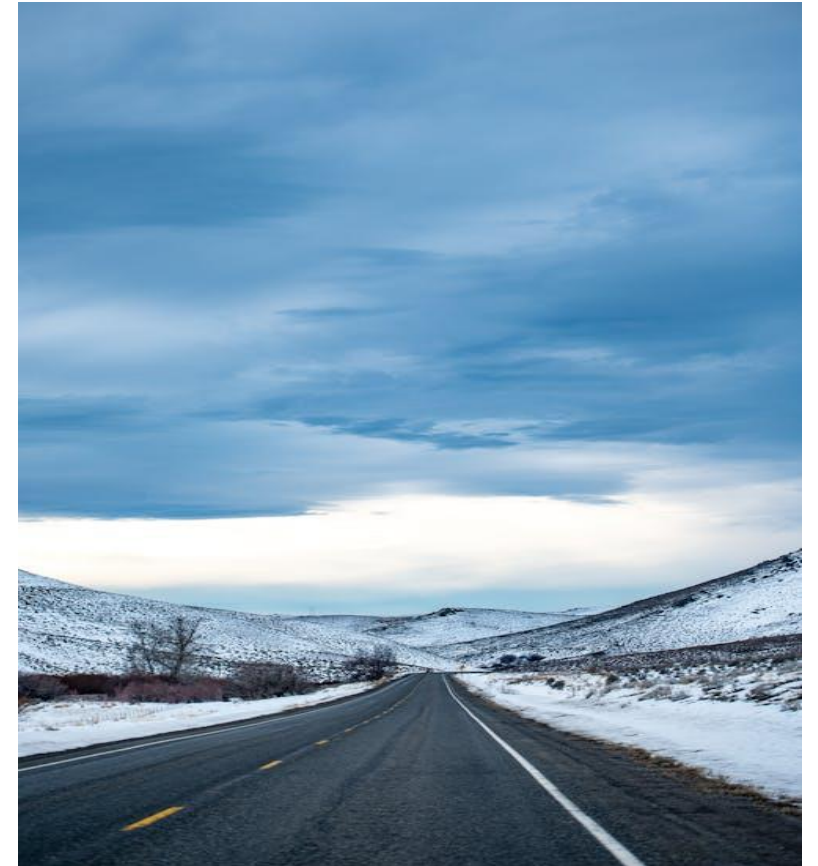
Find a box lunch with your sandwich preference

During lunch:

- Chat with table mates
- Enjoy the award presentation
- **Review your workbook on the Practice Focus**
- Bon Appetit!

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**How long was your travel to be here
for today's training?**



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Action Planning

See your workbook for the instructions on action planning

Start, Stop, Continue, Change: Action Planning



What probation practice do you want to start doing in your jurisdiction?

*Barriers to starting this?
What do you have control over?*

Action:

What are YOU able to do?



What probation practice do you want to stop doing in your jurisdiction?

*Opportunities to stop this?
What do you have control over?*

Action:

What are YOU able to do?



Use this page to capture any information you want to remember from the other jurisdictions.

Jurisdiction Name:

Notes:

Contact information:

Jurisdiction Name:

Notes:

Contact information:

Jurisdiction Name:

Notes:

Contact information:

Practice and Resource Exchange

- See your workbook for instructions on the Practice and Resource Exchange
- Use the materials at your table – flip chart sheet and markers to provide information on the flip chart sheets.
- When directed, post your flip chart sheet on the wall with a person from your group to serve as the practice/exchange spokesperson next to the flip chart sheet.

Transforming Juvenile Justice: Post-Training Evaluation



**Please complete
the post-training
survey!**

