

Marion County

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Juvenile Crime Prevention  
Plan

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2023 - 2025

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# Guidelines for Developing Local High Risk Juvenile Crime Prevention Plans

The Oregon Youth Development Division (YDD) provides Juvenile Crime Prevention (JCP) funds to counties and tribes for programs focused on youth at risk for juvenile crime and establishes assessment criteria for the local high-risk juvenile crime prevention plans. The criteria include, but are not limited to, measuring changes in juvenile crime and recidivism ([ORS 417.850](#)).

The purpose of this document is to provide guidelines for developing local high-risk juvenile crime prevention plans for 2023-2025 biennium ([ORS 417.855](#)).

Each board of county commissioners shall designate an agency or organization to serve as the lead planning organization to facilitate the creation of a partnership among state and local public and private entities in each county. The partnership shall include, but is not limited to, education representatives, public health representatives, local alcohol and drug planning committees, representatives of the court system, local mental health planning committees, city or municipal representatives and local public safety coordinating councils. The partnership shall develop a local high-risk juvenile crime prevention plan ([ORS 417.855](#)).

Local public safety coordinating council shall develop and recommend to the county board of commissioners a plan designed to prevent criminal involvement by youth. The plan must provide for coordination of community-wide services involving treatment, education, employment, and intervention strategies aimed at crime prevention ([ORS 423.565](#)).

JCP plans will be reviewed for approval by the Youth Development Council (YDC) members and staff. The lead agency is required to submit a JCP Plan in accordance with the “Required Plan Elements” described in this document.

Additionally, [ORS 417.850](#) requires the YDC to review and coordinate county youth diversion plans and basic services grants with the local high-risk juvenile crime prevention plans.

Oregon Administrative rules relating to the [Juvenile Crime Prevention](#) have been adopted by the YDC and have been filed by the Secretary of State in Chapter 423, Division 120.

# Required Plan Elements

## 1. Planning Process

### ✓ Evidence of community partners' participation and support of the proposed plan

Marion County Juvenile Department has utilized Juvenile Crime Prevention (JCP) funds for the facilitation of the Family Support Program (FSP) dating back to the early 2000's and through the 2021-2023 biennium.

On March 24, 2021, the 2021-2023 Juvenile Crime Prevention Plan was unanimously approved by the Marion County Public Safety Coordinating Council during their regular meeting. Discussion occurred amongst the group regarding the benefits of the program and the impacts on County partners that participated on the Council. Council partners include local law enforcement, district attorney's office, victim's rights and advocates, public defender's office, health, and human services, presiding judge, faith community members, city officials and community members.

Marion County has active processes to consider local community juvenile justice issues, needs, barriers, and service gaps. The Youth Resources Action Team, Runaway and Homeless Task Force, Mid-Willamette Homeless Initiative), Marion & Polk County's System of Care Executive Committee, and the Local Public Safety Coordinating council are a few examples of community partnerships.

Specifically, Marion & Polk County's System of Care aims to help young people thrive at home, in school, with friends, and in their communities. Through its broad base of participants lends support and focus on creating a future that builds on the strengths of each child and honors all families' voices and choices, and where systems are aligned and responsive to the cultural and linguistic needs. There continues to be a drive to ensure that needs are met at the local level and interventions are in place to ensure success for youth, prior to entering the Juvenile Justice system.

During the last biennium, there have been further collaboration to improve services to marginalized youth and family through a partnership with Salem-Keizer School District to expand access to the Family Check Up strengths-based, family-centered intervention via training and online access.

COVID-19 continued to be a barrier during the 21-23 biennium but as restrictions have lessened, there has been a return to near pre-Covid referrals and caseloads within the Family Support Program providing early interventions to youth and families and successfully divert youth from entering in the Juvenile Justice system.

Since the creation of the Family Support Program in the early-2000's, Marion County Juvenile Department has engaged in several research efforts and tools to identify issues, needs, barriers, and service gaps for youth being served:

- Escalation to Oregon Youth Authority - This tool estimates
  - the likelihood that a youth will escalate from county probation to an OYA system of residential placement or Youth Correctional Facilities placement due to committing a new crime; and
  - probability of escalating on a probation violation.
- OYA Youth Reformation System predictive success rates (PSR) - analysis to identify where a youth might best be served to achieve the outcome of no new felony convictions:
  - Community Juvenile Department,
  - OYA residential placement, or
  - OYA Youth Correctional Facility

- Marion County Jail Survey - Where inmates are surveyed at a single point in time and information is obtained as to their juvenile histories of trauma, substance abuse, family events, educational issues, etc. (*Marion County Jail Survey*)
- In partnership with the Oregon Youth Authority (OYA), the Juvenile Department looked at factors present in youth that are placed in OYA's state-wide residential treatment programs, or in a Youth Correctional Facility. Research in the database of youth already committed to OYA indicated there are populations of youth that may be better served in the community if the community has the appropriate resources, programs, and services to safely manage these youth.
- The Juvenile Department has partnered with the Oregon Department of Human Services - Child Welfare and Marion County Developmental Disabilities Program to work in collaboration to improve outcomes for common youth through supporting: effective prevention and intervention services, person-centered approach to working with youth and families; implementation of proven and effective practices; strong linkages to community resources and organizations; and services to meet both the cultural and linguistic needs of involved youth and families.

✓ **Statement of LPSCC's or the County Governing Body's approval of submitted plan.**

On March 7, 2023, the Marion County LPSCC Executive Committee approved the submitted plan.

See Attachment A for the draft minutes of the meeting.

The plan will go before the full council on April 11, 2023.

✓ **Goals of the plan**

Roughly 969 youth are referred to Marion County's Juvenile Department each year. While most are referred by local police departments throughout the county, youth aged 9-13 can be referred by nonprofits, schools, and parents to the department's Family Support Program.

The goals of the Family Support Program are to:

- 1) Provide early intervention services for youth and their families to reduce or eliminate their contact with or further penetration into the juvenile justice system;
- 2) Implementing the use of evidence-based practices to direct youth towards positive outcomes;
- 3) Enhance public safety by reducing criminogenic risk factors and increasing protective factors for youth;
- 4) Hold youth accountable for the actions that lead to their referral to the program; and,
- 5) Creation and implementation of online access to Family Check Up

✓ **Information on local community juvenile justice issues, needs, barriers, and service gaps.**

The following identifies the needs, barriers, and service gaps identified through the active processes and existing research and reports.

**Youth Mental Health:**

- Educate and infuse mental health best practices into existing programs to address youth needs at all access points.
- The need for a community-wide, coordinated suicide prevention plan.

- Coordinate a mental health hub that youth can access during late evening hours.
- Coordinate a system connecting youth to needed social services – especially youth who have mental health, alcohol, and drug issues.
- Lack of placement resources for youth with significant mental health needs and behavioral problems.
- Reduce waiting list for MV-WRAP (Mid-Valley Wrap Around Teams)
- Youth are placed inappropriately in detention due to a lack of resources and/or coordination of services to make proper decisions and placements.
- Youth are committed to Youth Correctional Facilities with serious mental health issues or serious emotional disturbance.
- The need for healthcare providers to match the culture and language of the people they work with
- Reduce depression rates across the lifespan.
- Improve mental health resilience.
- Improve access to behavioral health care.

### **Youth and Family Support:**

- Coordinate services, supports, providers and families in a way that promotes the welfare of youth in their own homes and communities.
- Improve visitation practices at Oregon Department of Human Services.
- Recruit foster parents to create placements for all familial siblings in lieu of placing large numbers of unrelated foster children in one home.
- The need for more foster homes that understand trauma.
- Support foster parents.
- Develop programs and services to support youth transitions from foster care, including:
  - Supporting youth in managing the impact of early childhood experiences,
  - Supporting family members in reunification,
  - Parenting and support of youth given early childhood experiences, and
  - Supporting parents in healthy family functioning.
- Coordinate training and implementation of the Family Check Up program for targeted sectors: education, public safety, early childhood, mental health, and social services including no wrong door to access services.
- In partnership with state government partners, develop a model for youth on probation to support them in the community within the context of families. Reduce commitments to Oregon Youth Authority residential placements and Youth Correctional Facilities. The model would address the whole person by focusing on educational, health, and social/emotional outcomes, and other factors including parent skill building, family engagement, collaborative and customized treatment, and trauma-informed care interventions.
- Family preservation and support.
- Reduce teen pregnancies.
- Strategize to prevent child abuse.
- Reduce domestic violence and increase supports for adult survivors and children.
- Consider how to provide referrals and services to children and youth not in the juvenile justice system or connected to victim services.
- Identify mentoring opportunities.
- Align community resources to help the community become more effective in mobilization for positive youth development in Marion County. Identify the key partners, funding sources, and community readiness to improve wellness outcomes for youth.
- Mentoring available to support youth across the continuum of services, ages, and needs.
- Foster or respite options for families in crisis where youth can be safe while family issues are being addressed. Respite care on all levels for parents and for youth alike.
- After normal business hours and weekend availability and access to supports for youth and families.
- Risk assessment tools appropriate for young women and programs, interventions, supports and services effective for young women.
- Trauma informed care for young women.

- Avenues to connect with and support youth when schools are on break.
- Coordination with everyone involved with a family. Reduce need for information and paperwork requested of families with each agency.

#### **Runaway and Homeless Youth Options:**

- Increase shelter options and services for youth in our community:
- Support and expand neighborhood-based community centers for homeless families and youth, such as Salem Dream Center and Mid-Willamette Valley Community Action Agency's Home and Resource Center.
- Use of Safe Families for Children program.
- Explore reception center concepts.
- Work with local programs that focus on youth homeless prevention.
- Address barriers that homeless children face in advancing their education:
  - Ten-day absentee policy;
  - School-based work skills development programs;
  - Tutoring/mentorship for students in the gap between mainstream and alternative school; and
  - Professional development opportunities for educators and staff dealing with homeless and high-risk populations.
- Prioritize runaway and homeless youth as a major focus. Identify gaps in services and resources needed to fill gaps.
- Increase community out-reach and family support to reduce the amount of time and instances where youth are on the run.
- Encourage a portion of new housing become available to offer homeless families access to shelter.
- Supports and services for LGBTQI+ youth.
- Align the community health system with efforts to address health and safety issues relating to homelessness.
- Advocate for increasing the housing supply.

#### **Domestic Violence:**

- Encourage a portion of new housing become available to offer as a priority to victims of domestic violence.
- Implementation of the Alliance for Hope Community Assessment report recommendations incorporated into Marion County Community Assessment Recommendations and Next Steps.
- Assistance for families in negotiating systems responding to domestic violence and providing ongoing support.
- Options for referrals to support youth identified in homes when police respond to domestic violence calls.
- Assessments for youth and family needs and resources to address these needs.

#### **Minority Youth Over-Representation:**

- Identifying effective strategies to reduce over-representation in the juvenile justice system.
- Expand alternatives to detention and residential treatment.
- Cultural sensitivity and responsiveness interactions, programs, and services that recognize and support cultural differences.
- Collaborate with higher education partners to identify skill sets for working with youth and families in social services.
- Create family support services for healthy families.
- Create educational supports.
- Coordinate providers involved with a family.

#### **Education:**

- Coordinate services being provided to prevent duplication.
- Address chronic absenteeism among all Marion County School Districts.

- **Youth Employment:**

- Give youth skills while in school. Transitioning them to the next level.
- Establish a system that allows young people to work while gaining needed skill sets.
- Assist the school districts to offer effective and relevant financial literacy training in selected schools through evidence/research-based curriculum materials and community trainers.

**Crossover Youth:** Defined as youth who have histories of abuse and neglect involved with child welfare who cross over into the juvenile justice system.

- Partnership and commitment to implement the crossover model.
- Ensure adequate resources to appropriately serve youth given what is known about brain development and trauma.
- Explore alternative strategies to reduce crossover youth commitments to youth correctional facilities.

**Substance Abuse:**

- Increase availability of youth residential substance abuse treatment resources.
- Length of treatment appropriate to adequately address youth issues sometimes conflicts with insurance allowed length of stay.
- Youth engaging in substance use and abuse at earlier ages (10-12). Appropriate services needed for them.
- Need avenues to address parental substance abuse as we work with youth. Issue creates inability for parents to appropriately parent their youth.
- Increase youth perception of harm of alcohol, tobacco, and marijuana to prevent substance use.
- Increase the community's ability to treat substance abuse by decreasing the gap in treatment service availability between rural and urban areas.
- Promote a community environment that supports the relationship between substance use disorder recovery and overall health and wellness.

Note: Some needs, barriers, and gaps provided through [Marion-Polk CHIP 2021-2025](#)

- ✓ **Summary of key data supporting the recommended strategies**

Marion County is in the Willamette Valley with 20 incorporated cities, encompassing 1,194 square miles with a population of 347,119 (2021 Census). Marion County is Oregon's fifth most populous county. Salem is the county seat and Oregon's capital.

With three of twelve state correctional institutions, one state juvenile corrections facility, and the Oregon State Hospital housing offenders with psychiatric diagnoses, the county population of state prisoners and local inmates is the highest per capita rate of any Oregon county. More than 25% of Oregon's total prison population is housed in Salem. [Oregon Dept of Corrections: Inmate Population Profile for 01/01/2023](#)

Youth between the ages of 9 and 13 comprise 6.2% (20,646,733) of the total population in Marion County in 2020\*. This age group (9-13) represents approximately 22% of the total youth population referred to the Marion County Juvenile Department in 2022.

Hispanic youth represent 25.9% (5,356,232) of the overall county 9-13 population. 42.17% of the referrals to the Juvenile Department, for the age group 9-13, in 2022 were Hispanic.

Gender for this age group in the general population of youth is almost equal (51.06% male/48.94% female), but the gender ratios for youth involved in juvenile justice show males consistently representing above 72.8% of youth referred.

Note: All population data found at Easy Access to Juvenile Populations (<https://www.ojdp.gov/ojstatbb/ezapo>) \*EZA-Pop is not updated beyond 2020 at this time.

Referral statistics for Marion County come from the Juvenile Justice Information System.



➤ **Racial and Ethnic Disparities Reports**

A review of the 2019-2021 Marion County Racial and Ethnic Disparities Report completed by the Juvenile Justice Information System Data and Evaluation Sub-Committee, a partnership of Oregon Youth Authority and the Oregon Juvenile Department Directors Association, indicates that the Relative Rate Index (RRI) of Marion County African American, Hispanic, and Native American\* youth referred to the Juvenile Department is at higher rates than that of White youth.

\* 2021 data on Native American Youth was too small of a sample to adequately determine relative risk index.

After 2020, the number of African American, Asian, and Native American youth engaged with the juvenile justice system in Marion County has been insufficient to provide reliable results regarding RRI.

Amongst Hispanic youth during the 2019-2021 period, a disproportionate rate in placement in secure detention was seen but this has been steadily decreasing from 152% to 130%, with projections for the 2022 RRI Report at 80% the rate of White youth.

Referrals formally petitioned on Hispanic youth has fluctuated over the 2019-2021 period, with relative rates of 112%, 141%, and 89% respectively. The trend appears to continue into 2022, with Hispanic youth being petitioned at a rate of 87% compared to White youth.

Confinement of Hispanic youth in a Youth Correctional Facility has steadily increased from a rate of 112% to preliminary reports of 164% in the upcoming 2022 report.

➤ **2019-2021 JCP Evaluation report provided by NPC Research**

The 2019-2021 Juvenile Crime Prevention (JCP) report, completed by NPC Research, provides insight into the youth and families served, profiles of youth risk and protective factors, changes in those factors over the time of services as well as impact on subsequent criminal referrals.

Marion County's Family Support Program (FSP) served 123 youth/families during the 19-21 biennium. The demographics of the youth served by were 70% male and 30% female, with no data captured on gender-diverse youth. 61% of youth identify as Black, Indigenous, or Person of Color (BIPOC) with the remaining identifying as White. The average age of a youth served during this period was 12 years of age.

Each youth that receives services in FSP are assessed through the JCP Initial Assessment. On average, youth had 4 of 6 risk domains indicated and lacked 3 of 6 protective factors, resulting in 58% scoring as medium risk and 35% of youth as high risk of criminal behavior.

These youth most frequently were at risk in the following areas:

- Chronic aggressive and disruptive behavior at school
- Friends who have been suspended, expelled, or dropped out of school.
- Academic failure
- Friends who engage in unlawful or serious acting out behavior

Following FSP Services, youth are reassessed for risk and protective factors, with the following results:

Risk Indicators decreased:

- Behavior harms others in past month – reduced 83%
- Current substance use is problematic – reduced 83%
- Aggressive behavior at school in past month – reduced 80%

Protective Indication increased:

- Significant school attachment/commitment – increased 75%
- Friends disapprove of unlawful behavior – increased 74%
- Involved in constructive extra-curricular activities – increased 74%

Of youth with at least one criminal referral in the 12 months prior to FSP Services, 76% did not have a subsequent criminal referral in the 12 months after starting FSP services. Additionally, of youth with no criminal referrals in the 12 months prior to FSP Services, 64% did not have a subsequent criminal referral in the 12 months after starting FSP services.

➤ **Education data reports if available**

Marion County schools serve more underserved student groups (i.e., American Indian/Alaska Native, Black/African American, Hispanic/Latinx, and/or Native Hawaiian/Pacific Islander) than the statewide average.

They also serve more students with disabilities and English Language Learners, as well as more disconnected and dropout youth. There are lower graduation and completion rates, and 9th grade on track rates are slightly lower than the state average. County-wide school attendance rates are currently 55.6%. Source: [ODE Annual Report Cards](#)

## 2. Population to be served.

- ✓ **Targeted youth population** [ORS 417.855](#)
- ✓ **Legal status**

A key component of the Family Support Program (FSP) is the service provided to non-adjudicated youth as a crime prevention strategy. In most cases, youth who qualify for FSP would never be placed in the juvenile justice system because of their age, apart from thirteen-year-olds and twelve-year-olds who have committed a very serious offense. Some of the youth served in FSP are involved in criminal behavior but are too young to be otherwise served by the Juvenile Department. FSP allows the Department to intervene with youth prior to adjudication to prevent youth from entering the juvenile justice system, as well as to provide families with the skills they need to set healthy boundaries and enforce consequences for their youth's actions at home. As part of our family support program, we assist families in finding resources to support their emotional and mental health needs as well as in encouraging effective communication among family members.

Referrals for crimes prior to age thirteen are among the strongest indicators of future criminal behavior. FSP statistics indicate 72% of youth referred to FSP had a referral for criminal activity. The age of culpability restricts youth 9-11 from being within the jurisdiction of the juvenile justice system. These are youth and families with complex issues not easily or initially served in other programs in the county.

- ✓ **Demographic information**

A youth must be aged nine to thirteen years old at the start of service and score medium or higher on the Juvenile Crime Prevention Risk Assessment to be eligible for FSP services. Youth served in the program are non-adjudicated offenders as well as non-offenders. However, more than 72% of the youth are referred by law enforcement with criminal behavior as a concern. There is no other program in Marion County that offers services to this age group of youth designed to address and intervene in criminal behavior through assessing and mitigating criminogenic risk factors.

Demographics of referred and served youth are similar, apart from a higher percentage of Hispanic youth and a lower percentage White youth that met criteria and engaged in services. Referrals to the program included 46% White, 40% Hispanic and the remaining 14% were African American, Asian, and Native American youth. Overall, 72% of referred youth to FSP were male, which is slightly lower than the overall juvenile justice proportions (72.8%).

The Family Support Program serves youth and their families in Marion County, although consultation occurs occasionally with youth who live in Linn County and attend school in Marion County in the Stayton, Jefferson, and Mill City areas.

✓ **Estimated numbers of youth to be served by JCP- prevention funded program(s)**

Thus far in the 2021-2023 biennium (July 1, 2021, to present), we have received 92 delinquency referrals and 15 behavioral referrals. The service has established itself as collaborative and highly supportive of youth and families.

Since beginning of 2022, we have been tracking “cold calls,” either phone calls or walk-ins from families or other resources seeking services for youth. FSS’s have screened 99 youth and 53 were screened for the FSP program.

There is a high demand for Family Support Services, however, with only two Support Specialists available the waitlist is currently at 27 youth/families.

Marion County estimates approximately 120 youth will be served by the Family Support Program in the 2023-2025 Plan based on review of youth who were provided services over the prior biennium and staffing capacity.

### 3. Services/programs to be funded.

✓ **Brief description of the services/programs**

The Family Support Program (FSP) is designed to address concerns about behavior of youth from 9-13 years of age with the objective to support and strengthen family functioning, interactions, and relationships to have positive impact on the youth’s pro-social skills. A youth who scores medium or higher on the Juvenile Crime Prevention Risk Assessment tool (JCP) is eligible for FSP. As the program is voluntary, it is crucial that the youth and their families are involved at the time of intake. A key component of the FSP program is assisting, assisting, and supporting the family and youth in mitigating areas of risk including substance abuse, family functioning, negative peer associations, education, and attitudes, values, and beliefs.

The Family Support Program serves two purposes for youth who are referred to it. First, a Family Support Specialist (FSS) will recognize and validate those areas of strength within the family relationships and parenting when the youth scores as "low risk" and is not eligible for FSP. The FSS aids by identifying and connecting the family with appropriate community resources. Secondly, when a family meets the JCP criteria and the family agrees to services and begins to consider goals, needs and strengths.

When a youth meets criteria and agrees to voluntary services, a FSS is assigned to a family to begin further assessment and case plan development utilizing the Family Check Up (FCU) tool and JCP Risk Assessment. Once a case plan is established, the FSS work with families to provide instruction, coaching, role modeling, family management strategies and skill development.

The Family Check Up tool and ongoing engagement with the youth and family is focused on identifying, supporting, and strengthening what is working within the interactions and relationships of the family members. The family identifies areas of concern, creates goals, develop skills, and works to increase natural and other positive behavioral supports and connection with resources.

Family Support Specialists work closely with the youth’s parents and school staff to understand the education issues, model and support parents in advocating and supporting their youth’s educational success, strengthen parental involvement in completion of homework and education engagement, and facilitate connectivity to healthy after school activities. Additionally, FSS’s work with families to assist parents in engaging as advocates for their educational needs, notably with IEP or 504 plans, to receive better and more specialized educational supports.

The program also supports families in holding youth accountable by providing appropriate consequences, structure, and limit-setting, and initiating a system of recognizing and reinforces for positive behavior and accomplishments.

Furthermore, they encourage parents' engagement with their child in extracurricular activities such as organized sports, clubs, and youth groups to increase pro-social peer interaction, as well as to seek out mentoring programs that bring additional positive adult role models into their child's life.

Parents are assisted and supported to identify, acknowledge, and access treatment resources in the areas of family counseling, substance abuse and mental health issues to remove barriers and increase their ability to appropriately parent and guide youth. FSP staff are familiar with local resources, community agencies and broker services for youth and families with mental health agencies such as Children's Behavior Health, New Solutions and refer families to MV WRAP. They reach out to Developmental Disabilities and Child Welfare when necessary and assist families to work with their faith community, recreational services and to access local food bank and utility services when needed.

Tools found within Cognitive-Behavioral tools (CBT) are used as a primary intervention to create and mold pro-social thinking and behavioral connection. Using *CBT tools* can help people reduce stress, cope with relationships, deal with grief, make better choices in the moment and face many other common life challenges.

The Family Support Program is designed to occur over a maximum of nine months in accordance with evidenced based principles of the Corrections Program Checklist from the work of Dr. Ed Latessa (Professor of the School of Criminal Justice at the University of Cincinnati). While in this program, most interactions with the youth and family occur within the family home or school. FSP involvement is more frequent and intensive at the beginning and tapers off over time as family members become comfortable with incorporating new skills.

The Family Support Program (FSP) consists of two-Family Support Specialists, one of whom is bi-lingual and bi-cultural and serves the monolingual Spanish speaking community in the county.

FSP promotes positive youth development within the context of the family system. Programs often invest in the youth without creating any changes within the interactions and relationships within the family. This program emphasizes key elements of positive youth development and resiliency in interactions with youth while modeling, teaching, and supporting parents in implementing positive youth development approaches.

The Family Support Program incorporates the following:

**Case plans:** Interpreting the Juvenile Crime Prevention Assessment risk and protective factors and Family Check-up results into a roadmap for youth, parents, and the Family Support Specialist. Case plans identify long and short-term goals, competencies, and interventions to be utilized and allow for the evaluation of progress and achievement of desired outcomes.

**Every Day Parenting:** The Family Support Specialists are trained and provided with ongoing implementation support in the Every Day Parenting curriculum by clinical staff of The Child and Family Center at the University of Oregon. The Everyday Parenting program is a research-based family management training program that addresses three main skill areas based on the concept of mindful parenting: supporting positive behavior, setting healthy limits, and building family relationships. The program assists parents change interaction patterns that occur daily in families and relationships through youth monitoring and family management.

**Family Check Up:** The Family Support Specialists are trained and provided with ongoing support to implement the Family Check-Up (FCU) Model by clinical staff of The Child and Family Center at the University of Oregon. FCU is a brief, strength-based, comprehensive family assessment that engages youth and families in identifying areas of strengths and challenges. The assessment is used to collaborate with parents to evaluate their needs and identify areas they want to address to improve relationships and family functioning.

**Skillstreaming:** A four-part training approach—modeling, role-playing, performance feedback, and generalization—to teach essential pro-social skills and relationship skills to children and adolescents. The curriculum contains 50 skill

lessons and includes six skill groups: Beginning Social Skills, Advanced Social Skills, Dealing with Feelings, Alternatives to Aggression, Dealing with Stress, and Planning Skills. The FSS strives to teach the skills that recognize healthy relationships, pro-social peers, improved strength-based interactions and help youth engage and maintain positive peer supports.

✓ **Services provider(s) information:**

**Program Contact Information:**

Raymond Tuttle  
Supervisor  
2960 Center Street NE, Salem, Oregon 97301  
rtuttle@co.marion.or.us  
(503)763-5770

**Services provider(s) information:**

Marion County Juvenile Department Family Support Specialists

#### 4. JCP Risk Assessment Tool

The JCP Risk Assessment Tool is the instrument used to monitor and evaluate JCP programs. All programs and services receiving JCP funds must use the JCP Risk Assessment Tool. Local plans should include the following information:

✓ **Who will conduct assessments and reassessments?**

The Juvenile Crime Prevention Risk Assessment (JCP) is used to determine eligibility for services. Youth eligible for Family Support Services must score as medium, medium-high, or high risk. The JCP is widely used by every Marion County Juvenile Department Probation Officer and is integrated in our services. Family Support Staff are trained in the use of the JCP to conduct assessments and reassessments.

✓ **What training have they received?**

Training for new hires, and refresher trainings as needed are provided by the Juvenile Department.

This includes on-boarding training, which entails completion of trainings through the Oregon Youth Authority online, as well as in-house training, mentoring, and coaching. Additionally, the department participates in Interrater Reliability activities to address trainee drift as well as to strengthen skills in conducting the assessments.

✓ **How the tool will be used to address criminogenic factors?**

The JCP is a validated risk tool for the target population and assesses risks in domains that have been identified through research to be tied to criminal behavior. The risk factors identified in the JCP are used to build a case plan that addresses goals, skill development and risk mitigation in the areas of attitudes values and beliefs, negative peer associates; educational engagement and conduct; and family functioning. The JCP is used by FSP at the beginning and end of services to measure outcomes.

The Juvenile Crime Prevention Theory of Action Risk and Resiliency Factors mirrors what is assessed through the JCP risk assessment. The case plan uses the resiliency factors within the strategies and actions to achieve the goals (outcomes). The critical Positive Youth Development factors are the areas of focus with the youth and family (strengthening youth engagement with school, developing relationships, communication skills, conflict management, parenting, decision making, emotional regulation, goal setting, pro-social behavior etc.). The interventions through skill building create the changes in resiliency factors to accomplish the youth development outcomes.

- ✓ **Who will be entering assessment information into the JJIS or YDD Data Manager? Please identify which database will be used.**

Marion County Juvenile Probation Officers and Family Support Specialists enter JCP assessment data into the Juvenile Justice Information System (JJIS) for youth who are referred by law enforcement. All other referral source data will be entered into the Youth Development Division database and into the Marion County Juvenile Department's County database by County support staff. A "Family Support Measurable Outcomes" form is completed when a youth leaves service. This data, along with the JCP assessments, are used to evaluate service outcomes.

## 5. Evidence-Based Practice

- ✓ **ORS 182.525 and ORS 182.515 require Youth Development Division to spend at least 75 percent of state moneys that the agency receives for programs on evidence-based programs.**

Please see Appendix B

## 6. Cultural appropriateness

- ✓ **Description of inclusive and developmentally appropriate cultural strategies**

Please see Appendix C

- ✓ **Please reference racial and ethnic disparities identified in your data analysis (RRI)**

Please see Appendix C

- ✓ **Please describe how the program services will be affirming and developmentally supportive of LGBTQ+ youth?**

Please see Appendix D

## 7. Relationship of JCP Prevention Services to the JCP Basic and Diversion funds

- ✓ **How does the plan connect to Basic and Diversion services?**

While Basic and Diversion services are utilized to address needs of youth that are formally involved with the juvenile department based on services-appropriate ages and/or through formal court engagement, the Prevention Services are focused on youth that cannot or have not traditionally been served within the juvenile justice system. Early intervention provides an opportunity to prevent youth further penetrating the juvenile justice system.

## 8. Budget

- ✓ **Budget information should include budget detail and budget narrative.**

The program operates with two full-time Family Support Specialists. The JCP funds are used to provide direct services to youth and families. JCP Prevention funds cover the cost of 1.61 FTE Family Support Specialists positions. Funding for the additional .39 FTE comes through Criminal Justice Funds in the Juvenile Department budget.

Because these positions are housed in the Juvenile Department, supplies, training, office space, supervision, and infrastructure are funded as part of the total department budget.

- ✓ **Budget worksheet**

Please see Appendix E

- ✓ **Please use current budget as a baseline**

## APPENDIX A – Marion County Public Safety Coordinating Council

Education representatives	Chris Baldrige, <i>Salem-Keizer School District</i>
Public health representatives	Ryan Matthews, <i>Marion County Health &amp; Human Services Department</i>
Alcohol and drug services	Tim Murphy, <i>Bridgeway Recovery Services</i> Cari Sessums, <i>Local Alcohol and Drug Planning Committee Rep.</i>
Representatives of the court system	Paige Clarkson, <i>District Attorney</i> Courtland Geyer, <i>Circuit Court Judge</i> Linda Hukari, <i>Marion County Circuit Court</i> Todd McCaan, <i>Public Defender/Attorney</i> Tracy Prall, <i>Circuit Court Judge</i> Vanessa Nordyke, <i>CASA, Marion County</i> Shannon Wilson, <i>Public Defender Marion County</i>
Mental health representatives	John Bauer, <i>Salem Health</i> Christina McCollum, <i>PacificSource</i>
City or municipal representatives	Kevin Cameron, <i>Commissioner, Marion County</i> Bob Carney, <i>City of Woodburn</i> Roland Herrera, <i>City of Keizer</i> Colm Willis, <i>Commissioner, Marion County</i> Rick Lewis, <i>Representative, District 18</i>
Community based organizations	Jayne Downing, <i>Exec. Director, Center for Hope &amp; Safety</i> Alison Kelley, <i>Liberty House</i>
Workforce boards and services	Don Frederickson, <i>Business Representative</i> Ed McKenney, <i>Business Representative</i>
Public Safety Organizations	Joseph Budge, <i>Chief, Woodburn Fire District</i> Joe Kast, <i>Undersheriff, Marion County Sheriff</i> Dave Rash, <i>Chief, Hubbard Police Department</i> Michael Runyon, <i>Oregon Youth Authority</i> Trevor Womack, <i>Chief, Salem Police Department</i> Chris Zohner, <i>Lieutenant, Oregon State Police</i>
Citizen Members	Mark Caillier Elizabeth Infante Pastor Garland King Pete McCallum

## Appendix B – Evidence-Based Practice Checklist

### JCP FUNDED PROGRAM:

Family Support Program (FSP)

### PROGRAM TYPE:

Family support, Family Functioning, Youth and Family Skill building. Educational Success skill building, Community based in-home services.

### BRIEF DESCRIPTION OF FUNDED PROGRAM:

The Family Support Program (FSP) aims to reduce the risk of youth entering the juvenile justice system in the future, by recognizing factors that indicate they are at risk of entering the system because of their behaviors.

The program is available to youth ages 9-13 who have been identified as showing behavioral problems at home, in the community, and at school. Referrals typically come directly from parents, through our partnership with schools, and from law enforcement (youth under the age of criminal responsibility or identified as best served outside the juvenile justice system). The program is voluntary, and all interventions and support are provided within the context of the family's involvement. A case plan is developed based on the results of the Juvenile Crime Prevention Risk Assessment and Family Check Up Assessment in alignment with the family's identified concerns and goals. The plan is focused on reducing risks, addressing needs, increasing assets and protective factors, supporting, and strengthening family functioning, pro-social community engagement, and increasing educational success.

Ultimately, the program is intended to reduce the chances that the youth are formally involved in the juvenile justice system or are impacted by the juvenile justice system more deeply, and to achieve academic success.

### TARGET POPULATION:

Youth aged 9-13 referred by schools, law enforcement, community-based agencies, family self-referral, and by probation officers for younger siblings of youth already formally involved with the juvenile justice system to reduce generational delinquency. Youth must score as medium, medium high or high risk on the Juvenile Crime Prevention Risk Assessment to be eligible for services.

### EVIDENCE-BASED PROGRAM

The Family Support Program was evaluated using the Corrections Program Checklist (CPC) in January 2008. The Evidenced Based Correctional Program checklist is a tool developed by the University of Cincinnati Corrections Institute to assess correctional intervention programs and is used to ascertain how closely correctional programs meet known principles of effective intervention.

The overall program rating was Effective.

Since that evaluation the program has substantially increased the assessment and treatment components, areas where necessary improvement was required to increase program effectiveness.

Evidence and research-based programs, services and principles are the basis of the intervention through a strength-based approach, case planning, risk reduction and skill development strategies.

### RESEARCH AND THEORY

The program is designed to be a maximum of nine months in accordance with evidenced based principles of the Corrections Program Checklist (CPC) from the work of Dr. Ed Latessa (Professor of the School of Criminal Justice at the University of Cincinnati).



**Case plans:** Translate Juvenile Crime Prevention Assessment (JCP) risk and protective factors and Family Check-up results into a roadmap for youth, parents, and the Family Support Specialist. Case plans identify long-term and short-term goals, competencies, and interventions to be utilized. Case plans allow for the evaluation of progress and achievement of desired outcomes.

- Implementing Evidence-Based Policy and Practice in Community Corrections, 2nd ed. (October 2009). U.S. Department of Justice, National Institute of Corrections. <http://nicic.gov/Downloads/PDF/Library/024107.pdf>

**Everyday Parenting:** The Family Support Specialists are trained and provided with ongoing implementation support in the Every Day Parenting curriculum by clinical staff of The Child and Family Center at the University of Oregon. Everyday Parenting curriculum is divided into three areas of skills based on the concept of mindful parenting: supporting positive behavior, setting healthy limits, and building family relationships by helping parents change interaction patterns that occur daily in families and relationships.

- Blueprints for Healthy Development, <http://www.blueprintsprograms.com/about.php>
- NREPP, <http://www.nrepp.samhsa.gov/>
- Administration for Children and Families, <http://homvee.acf.hhs.gov/programs.aspx>
- National Institute of Justice, <http://www.crimesolutions.gov/>
- Connell, A. M., & Dishion, T. J. (2008). Reducing depression among at-risk early adolescents: Three-year effects of a family-centered intervention embedded within schools. *Journal of Family Psychology, 22*, 574-585.
- Dishion, T. J., Brennan, L. M., McEachern, A., Shaw, D. S., Wilson, M. N., & Weaver, C. M. (2014). Prevention of problem behavior through annual Family Check-Ups in early childhood: Intervention effects from the home to the beginning of elementary school. *Journal of Abnormal Child Psychology, 42*, 574-585.
- Lunkenheimer, E. S., Dishion, T. J., Shaw, D. S., Connell, A. M., Gardner, F., Wilson, M. N., & Skuban, E. M. (2008). Collateral benefits of the Family Check-Up on early childhood school readiness: Indirect effects of parents' positive behavior support. *Developmental Psychology, 44*(6), 1737.
- McEachern, A. D., Fosco, G. M., Dishion, T. J., Shaw, D. S., Wilson, M. N., & Gardner, F. (2013). Collateral benefits of the Family Check-Up in early childhood on caregiver's social support and relationship satisfaction. *Journal of Family Psychology, 27*, 103-111.
- Shaw, D. S., Connell, A., Dishion, T. J., Wilson, M. N., & Gardner, F. (2009). Improvements in maternal depression as a mediator of intervention effects on early childhood problem behavior. *Development and psychopathology, 21*(02), 417-439.
- Smith, J. D., Dishion, T. J., Moore, K. J., Shaw, D. S., & Wilson, M. N. (2013). Effects of video feedback on early coercive parent-child interactions: The intervening role of caregivers' relational schemas. *Journal of Clinical Child & Adolescent Psychology, 42*(3), 405-417.
- Spirito, A., Sindelar-Manning, H.I., Colby, S.M., Barnett, N.P., Lewander, W., Rohsenow, D.J, and Monti, P. (2011). Individual and family motivational interventions for alcohol-positive adolescents treated in an emergency department. *Archives of Pediatric Medicine, 165*, 269-274.
- Stormshak, E. A., Connell, A., & Dishion, T. J. (2009). An adaptive approach to family-centered intervention in schools: Linking intervention engagement to academic outcomes in middle and high school. *Prevention Science, 10*, 221-235.
- Stormshak, E. A., Connell, A. M., Véronneau, M.-H., Myers, M. W., Dishion, T. J., Kavanagh, K., & Caruthers, A. S. (2011). An ecological approach to promoting early adolescent mental health and social adaptation: Family-centered intervention in public middle schools. *Child Development, 82*(1), 209-225.
- Van Ryzin, M. J., & Dishion, T. J. (2012). The impact of a family-centered intervention on the ecology of adolescent antisocial behavior: Modeling developmental sequelae and trajectories during adolescence. *Development and psychopathology, 24*(03), 1139-1155.

**Family Check Up:** The Family Support Specialists are trained and provided with ongoing support in implementing the Family Check Up (FCU) Model by clinical staff of The Child and Family Center at the University of Oregon. FCU is a brief, strength-based comprehensive family assessment that engages youth and families in identifying areas of strengths and challenges. The assessment is used to collaborate with parents to evaluate their needs and identify areas they have interest in addressing to improve relationships and functioning of their family.

- Brennan, L. M., Shelleby, E. C., Shaw, D. S., Gardner, F., Dishion, T. J., & Wilson, M.N. (2013). Indirect effects of the Family Check-Up on school-age academic achievement through improvements in parenting in early childhood. *Journal of Educational Psychology, 105*(3), 762.
- Connell, A. M., & Dishion, T. J. (2008). Reducing depression among at-risk early adolescents: Three-year effects of a family-centered intervention embedded within schools. *Journal of Family Psychology, 22*, 574-585.
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- Stormshak, E. A., Fosco, G. M., & Dishion, T. J. (2010). Implementing interventions with families in schools to increase youth school engagement: The Family Check-Up model. *School Mental Health, 2*(2), 82-92.
- Van Ryzin, M. J., Stormshak, E. A., & Dishion, T. J. (2012). Engaging parents in the Family Check-Up in middle school: Longitudinal effects on family conflict and problem behavior through the transition to high school. *Journal of Adolescent Health, 50*(6), 627-633.

**Skillstreaming:** A four-part training approach—modeling, role-playing, performance feedback, and generalization—to teach essential prosocial skills and relationship skills to children and adolescents. *Skillstreaming* addresses the social skill needs of students who display aggression, immaturity, withdrawal, or other problem behaviors. This newly revised book offers the most up-to-date information for implementing the *Skillstreaming* approach, which utilizes modeling, role playing, performance feedback, and transfer (homework). Students develop competence in dealing with interpersonal conflicts and learn to use self-control. The curriculum contains 50 skill lessons and includes six skill groups: Beginning Social Skills, Advanced Social Skills, Dealing with Feelings, Alternatives to Aggression, Dealing with Stress, and Planning Skills.

- Goldstein, A.P. & McGinnis, E. (1997). *Skillstreaming the adolescent: new strategies and perspectives for teaching prosocial skills*. Champaign, IL: Research Press. [www.researchpress.com](http://www.researchpress.com)
- Evans, Amy, and Candice Stefanou. "Behavioral and academic effects of Skillstreaming the Adolescent for at-risk middle school students." *NERA Conference Proceedings 2009*. 2009.

#### RISK PRINCIPLE

The Family Support program uses the Juvenile Crime Prevention Risk (JCP) tool to determine eligibility for program services. A referred youth must score medium, medium high or high risk to participate. This tool is widely used in Oregon and is a validated instrument with high predictive rate for criminogenic risk. It is validated for the 9-13 age group of the target population.

The tool measures risk and protective factors within the family; education; values, attitudes, and beliefs; peer associations; substance abuse; and life and social skill domains.

## NEED (CRIMINOGENIC) PRINCIPLE

As a juvenile crime prevention strategy, the targeted interventions must focus on criminogenic risk factors.

- The Juvenile Crime Prevention Risk tool assesses criminogenic risk. It provides both a score that is correlated from low to high risk for engaging in criminal behavior and identifies specific risk and protective factors.
- The risk and protective factors are shared with the youth and family, and they determine which areas they want to invest their time, energy, and resources in creating change for the outcomes they desire.
- A case plan is developed from a format that includes all the domains from the JCP. The case plan is the roadmap of strategies and actions towards achieving the identified goals and outcomes.
- The targeted areas of risk are addressed through comprehensive interventions across all the systems (family, school, community), and building skills to increase holistic success in all aspects of a youth's lives (relationships with parents and siblings, peer relationships, educational success, healthy lifestyle, goal setting and pathways to achievement, emotional regulation, problem solving and decision making, leisure activities, attitudes, and values).
- Changes within one domain directly impact others. As a youth addresses substance abuse the family relationships improve, connectivity to education can be strengthened, and attitudes and beliefs become more pro-social.
- A re-assessment of the JCP measures changes in the risk and protective factors as interventions and services are provided.
- The program is nine months with intensive services initially to understand the issues in the JCP risk assessment domains, develop a case plan to address, build skills through role modeling, practice, reinforcement, and rewards, and increase competency and comfort. Services are reduced in intensity as the youth and family become more proficient in the skills and the family is appropriately addressing limit setting, approval of peers, providing rewards and consequences, teaching accountability, etc.

## RESPONSIVITY PRINCIPLE

Families voluntarily participate in the Family Support Program. Through "voice and choice" the family members participate in the completion of the JCP and the Family Check Up tool and identify those areas that they are invested in making changes to accomplish their desired outcomes. The Family Support Staff build relationships through developing trust, use motivational interviewing to engage and motivate goal-oriented and client centered behavior change. Family Support Staff meet the youth and families where they are at in their process. Meetings take place where most comfortable for the youth and family and encouragement is given to include supportive friends, other service providers, and extended family members. The process to build trust, observe interactions and behaviors, provide support, modeling, re-enforcement, and skill development inherently involves frequent contact and in the moment recognition and praise. As youth and families become more comfortable and confident the involvement with the Family Support Specialist becomes less intensive. The caseloads are purposely low to allow for this level of engagement.

The Family Support Staff are skilled in working with this younger youth population and are trained in adolescent development specific to the physiology of the developing brain and impact of trauma. Language and materials used are appropriate for the target population. The program is strength based and focused on relationships and interactions. Family Support Staff emphasize youth and parents' strengths to validate healthy family interactions and re-enforce the increase of those positive interactions as well as support the development of additional skills.

The Family Support Program serves youth within the context of their family, school, and community. This is a critical period of biological and physical growth for a youth and the program addresses those developmental needs where solid

skills are necessary to facilitate transition to full adolescence and adulthood. This age group is transitioning from childhood to early adolescence and middle school, to preparation for high school. These are all critical transitions. The program shores up educational engagement, connectivity, and academic achievement; develops skills and maturity in problem solving, emotional regulation, decision making, evaluation of consequences, goal setting and action steps or pathways to achieving goals; and parental skills in limit setting, appropriate consequences, rewards and incentives, positive youth development and engagement.

One of the Family Support Specialist is bi-lingual and bi-cultural to best serve the Hispanic/Latinx clients.

#### QUALITY SERVICE DELIVERY

The supervisor of the Family Support Program has twenty-five years of experience in working with at-risk youth and their families as a Special Education Instructor, Probation Officer, and Probation Supervisor. He was trained eight years ago in Effective Practices in Community Supervision (EPICS) and provides on-going coaching and support to the Family Support Specialists.

The direct services Family Support Staff are a critical asset and well equipped to provide relational services within the model and in a manner that is strength-based, voice and choice centered, and promotes skill development and positive youth development.

The staff are trained in the models and tools used in the program and philosophically support a behavior change model that enhances strengths, addresses attitudes, values, and beliefs through connecting thinking with behavior, understanding of normal adolescent behavior and the developmental tasks to be accomplished, and how adults support youth through childhood and adolescence.

The bi-lingual, bi-cultural Family Support Specialist has thirty years of experience working with youth, of which 20 have been with the Family Support Program, and outside of his professional employment also coaches youth basketball.

The other Family Support Specialist has eighteen years of experience working with youth and families. Eight of these years was spent working specifically within the mental health system providing training for therapeutic foster parents; family wrap-around services; and therapeutic skills training: all intensive community services.

Using the Family Check Up information and the Juvenile Crime Prevention Risk Assessment and Re-assessment, and the Measurable Outcomes Form, the Juvenile Department Management Analyst continually reviews outcome data to ensure focus remains on results. The program staff use established models and curriculum for service delivery.

#### COLLABORATION

The initial engagement with the youth and family begins the collaborative process. The program is voluntary and focuses on those areas identified by the youth and family for investment. The basis of the program is the trust and relationship evolving with the youth and family. The program emphasizes addressing concerns regarding the youth's behavior within the context of the family system. This is the second level of the collaborative process.

The Family Support Staff have a long history of highly collaborative partnerships with schools throughout Marion County. They model and support the family engagement and advocacy for the youth's educational achievement. They assist schools in finding solutions and strategies that improve the youth's behaviors, attitudes, and academic success.

FSP staff collaborate with community-based agencies such as Children's Behavioral Health, Child Welfare, Developmental Disabilities, law enforcement, Mid Valley Wrap (MV-WRAP), New Solutions, and non-profit agencies, and additionally with local schools and educational advocates in helping develop IEP, 504, standard educational and behavioral plans.

### COGNITIVE-BEHAVIORAL PRINCIPLE

Cognitive Behavioral Tools can include Pros and Cons, Cost Benefit Analysis, Behavior Chain, Cognitive Restructuring, and Skillstreaming. The premise of the cognitive-behavioral approaches is that thoughts are attached to decision-making and decisions direct behavior. Teaching is child-centric and include coaching and social skills work, with a focus on communication that builds relationships and reflective thinking. FSS encourage youth efforts and achievements, inspire them to consider future possibilities and acknowledge change and progress towards short and long-term goals. FSS create opportunities for fun interactions during meetings and demonstrate interest in youth's lives and interests by attending activities and events.

FSS meet with parents in the home to model, reinforce, and coach parents in skills that are being taught in Everyday Parenting through the course of the program. Parents are encouraged to be mindful; focus their thoughts on behaviors that will produce positive results in their children; and support the pro-social and positive family engagement that they witness.

### CULTURAL ADAPTATION

FSP has served or has capacity to serve Hispanic/Latinx, Native American, Pacific Islander, African American, Russian and youth of other cultures. Each culture has the identified family culture within the culture. It is incumbent upon the FSS to respect the uniqueness of each family and assist them in their desire to gain more culture-specific information, participate in cultural events, faith activities and further enrich their families. FSP makes no assumptions regarding the depth that the global culture impacts the family but is aware of and attends to the issues of language, communication, clothing, values, customs, faith, and family structures the family presents.

Everyday Parenting curriculum is also available for our Spanish speaking monolingual families. The Family Support Program (FSP) consists of two-Family Support Specialists, one of whom is bi-lingual and bi-cultural and serves the monolingual Spanish speaking community in the county.

### TECHNICAL ASSISTANCE NEEDS

- Continued review of on appropriate curriculum for younger participants
- Training and technical assistance on diversity, equity, and inclusion as well as LGBTQ+ issues
- FCU and Everyday Parenting refresher training to keep skills sharp.

# Appendix C – Cultural Appropriateness

## 1. Identify and analyze any racial and ethnic disparities in local data.

- ✓ **Are there racial and ethnic disparities in your Jurisdiction and what Race or Ethnic Groups have disparate outcomes? What are the Decision Points where you see disparities?**
  - **Referred to juvenile department:** *a report to a juvenile department, typically by law enforcement, that a youth is alleged to have committed an act that if done by an adult would constitute a crime.*
    - *African American youth are 2.84 times more likely to be referred to the juvenile department compared to white youth.*
    - *Hispanic youth are 1.13 times more likely to be referred to the juvenile department compared to white youth.*
  - **Cases involving secure detention:** *youth may be held in a county juvenile detention facility, per statute, for pre-adjudication holding, as a sanction for an adjudicated offense, or for a probation violation.*
    - *Hispanic youth are 1.30 times more likely to be held in detention compared to white youth.*
  - **Cases not petitioned:** *a case that is dismissed or handled through informal means.*
    - *Hispanic youth are less likely to have their case dismissed or informally handled compared to white youth. (0.92 relative rate)*

*Note: Native American youth numbers were insufficient to provide reliable results for any of these areas, as were African American and Asian youth numbers for cases involving secure detention and cases not petitioned.*

- ✓ **Do you have programs and services that are designed to meet the needs of Youth experiencing where the disparities are present and persisting?**

Currently, the Family Support Program currently supports options to handle referrals through informal means and without a law enforcement referral.
- ✓ **Are the numbers of Black, Hispanic, and/or Native American Youth, or the disparities in these categories statistically significant\*?**

Unknown, further study required due to low numbers of youth for a sample.
- ✓ **How does statistical significance/insignificance impact your programs, services, supports, practices and/or hiring/staffing?**

Currently, we are utilizing RRI data to guide decision-making related to secure detention, formal probation violations, and warrant requests as well as in prioritization of youth program entry.

## 2. Describe Cultural Strategies

Cultural strategies are defined as: services, programs, practices, supports and staffing as well as training and professional development that are culturally, and/or linguistically relevant, specific, and responsive. Examples include: staff and/or volunteers with lived experience and/or identify with the same racial/ethnic/immigrant background as youth they serve; practices such as sweat lodges, talking/healing circles, restorative dialogues and relationships, affinity groups (youth from specific racial/ethnic background meeting together in shared/safe space); multicultural gatherings; partnerships, and/or contracts/subcontracts with community-based groups, organizations, and/or churches who represent the racial/ethnic/immigrant/refugee communities and families.

- ✓ **What cultural strategies are you implementing in your jurisdiction?**  
Marion County Juvenile Department is utilizing data with a racial and ethnic lens to examine key decision points, policies, and practices, within system(s) that promote disparities and are disproportionality reflected among youth involved in the criminal justice system to ensure equal treatment and consideration of youth of all races and ethnicities.

Marion County Juvenile Department will create partnerships with both internal and external stakeholders that will include representatives from: the court, probation, OYA, District Attorney's Office, public defenders, education, law enforcement, mental health professionals, social services, parents, clergy, youth, and members of the community to help address specific issues, practices and policy concerns that may arise out of data and discussion.

Marion County Juvenile is implementing a department wide organizational capacity building process, which includes addressing diversity, equity, and inclusion at all levels of the department to further impact with the community, families and youth.

- ✓ **Explain the goal(s) of these strategies.**  
Our goal is to improve and reform the juvenile justice system by eliminating the unnecessary use of secure detention, eliminating disparities based on race, color, national origin, religion, sexual orientation, gender, gender identity, or disability and providing resources to effective community-based and culturally appropriate services for youth and their families.

- ✓ **What trainings or professional development opportunities related to cultural strategies and racial and ethnic disparities will be offered in the two years of this plan? If no trainings are planned, how can YDD help in this area?**

The capacity building process as described above will provide insight into the next steps the department can take to increase staff skills and insight into any disparities. Trainings and specific strategies will be developed through the consultation as well as through on-going conversations and leadership action at the department level workgroup addressing issues of diversity, equity, and inclusion. Any other opportunities for training and professional development through YDD are welcomed and requested.

### **3. Explain how you achieve an inclusive organization.**

FSP has served or has the capacity to serve Hispanic, Native American, Pacific Islander, African American, Russian and youth of other cultures. It is incumbent upon the FSS to respect the uniqueness of each family and assist them in their desire to gain more culture-specific information, participate in cultural events, faith activities and further enrich their families. FSP makes no assumptions regarding the depth that the global culture impacts the family but is aware of and respects the issues of language, communication, clothing, values, customs, faiths, and family structures the family presents.

- ✓ **Do you have connections/relationships with Communities of Color, or organizations/individuals from those communities? Please describe.**

Although no formal workgroups currently exist, our Family Support Specialists are actively engaged with individuals and partners throughout the community they provide services in. Additionally, the department is currently engaged in strategic planning to develop a community advisory group for the juvenile department.

- ✓ **How does gender, geography/address, and language impact disparities and/or services for Youth from non-majority racial and ethnic backgrounds, and those where a language other than English is their Native language or language spoken at home?**

Everyday Parenting curriculum is also available for our Spanish speaking monolingual families. The Family Support Program (FSP) consists of two Family Support Specialists, one of whom is bi-lingual and bi-cultural and serves the monolingual-Spanish speaking youth and families referred to FSP.

Approximately 28% of the youth eligible for the program are female. While both FSS are male, each have been trained on gender specific needs such as physical developmental needs of girls, positive relationship-building skills, strength identification, gender identity, and self-management. The team describes Everyday Parenting, Social Skillstreaming and CBT skills as addressing many of the girls' challenges.

The team provides girls with skills regarding healthy and destructive friendship boundaries, esteem building, assertive communication, and academic success. Conversations occur regarding future orientation of career and lifestyle goals to give girls a hope for growth and change. These skills may reduce girls risk factors of early sexual experimentation, academic failure, low self-esteem, sexism, and substance abuse.

Additionally, the FSS coaches the parents on positive family environments, setting healthy boundaries, effective monitoring skills, identifying "safe" people, sexual development, and milestones.

The FSS works with schools and parents on positive behavior supports to recognize incremental progress toward goals, identifying at least one trusted and caring adult and academic support.

- ✓ **If not answered in an earlier section, how were Youth (particularly those impacted by racial and ethnic disparities), community members, and system partners (child welfare, law enforcement, education, defense bar, health, human services, etc.) included and engaged in the development and approval of your JCP Plan? If this is explained in another section of your plan please summarize in this section and/or refer to the page(s) where this information can be found.**

Please refer to Section 1 (page 2) for information regarding community partnerships.



## Appendix D - Best practices for LGBTQ+ youth

- ✓ **Ensure that LGBTQ youths have access to care consistent with best practices for these populations.**
- ✓ **On an individual level, professionals must treat all youths, including those who identify as LGBTQ or non-gender conforming, with respect and fairness.**
- ✓ **Ensure that LGBTQ youths receive appropriate services—such as connecting youths to affirming social, recreational, and spiritual opportunities—and that confidentiality is respected.**
- ✓ **Recognize and acknowledge that experiences at home, in placement, in school, in the community, and in the juvenile justice system may have been traumatic, and that LGBTQ youth may need support, intervention, or treatment for trauma.**
- ✓ **Identify when youths are entering the juvenile justice system because of alienation, exclusion, or persecution they have experienced at home, in foster care, in group homes, in the community, or at school owing to their sexual orientation or gender identity. Ensure that steps are taken to preserve youths' safety and well-being, which includes protecting confidentiality, rather than forcing them back into a hostile environment.**
- ✓ **In situations where family rejection is an issue because parents/caregivers reject the youths based on their sexual orientation or gender identity, ensure that counseling and other services are offered to the whole family, that every effort is made to keep children with their families, and that alternative supportive residential arrangements are made when caregivers are unwilling to reengage despite being offered or participating in appropriate interventions.**

The Department requires each individual program to develop protocol specific to their interactions with LGBTQ+ youth.

The FSP program will ensure that all staff and youth regardless of gender, gender identity or LGBTQ+ status or representation will approach everyone with inclusive communication, create an environment that is conducive to their success, use the preferred name and gender pronoun for identification of LGBTQ+ youth, be mindful of privacy and confidentiality issues relating to LGBTQ+ youth and have a resource list for youth and families that may be struggling with challenges related to LGBTQ+ youth concerns.

- ✓ **Do staff receive training and resources regarding the unique societal, familial, and development challenges confronting LGBTQ+ youth?**

Department staff have had the opportunity to engage in professional development activities with advocates of the LGBTQ+ community, however, the focus on this is still in its infancy related to initial and on-going training curriculum, which is one focus of strategies to build a more inclusive and equitable department through recent capacity-building actions.

## APPENDIX E – BUDGET

BUDGET CATEGORY	Amount
<p><b>Personnel</b>  <i>Each position by title, percentage of time devoted to the project or FTE, and annual salary / hourly rate.</i></p> <p>1.0 FTE Family Support Specialist Bilingual, \$42.24/hr. - \$91,231/yr            0.61 FTE Family Support Specialist, \$38.79/hr. - \$49,213/yr</p>	\$280,888
<p><b>Fringe Benefits</b>  <i>Fringe benefit costs and payroll taxes for each personnel position.</i></p> <p>1.00 FTE Family Support Specialist – \$54,284/yr            0.61 FTE Family Support Specialist – \$30,695/yr</p>	\$169,958
<p><b>Travel</b></p>	n/a
<p><b>Equipment</b>            Equipment is tangible personal property costing over \$5,000 and having a useful life of more than one year.</p>	n/a
<p><b>Supplies</b>            Supplies are items with a useful life of less than one year.</p>	n/a
<p><b>Consultants/Contracts</b>            Provide a brief description of the services to be provided.</p>	n/a
<p><b>Other Costs</b></p>	n/a
<p><b>Grant Administration</b>            Applicant’s administration of the grant funds, including indirect costs.</p>	\$45,085
<p><b>Total</b></p>	<b>\$495,931</b>

# COUNTY CONTACTS

## **Authorized Contract Signer Contact Information:**

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### Board of Commissioner Chair

Colm Willis, County Commissioner, Chair

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[cwillis@co.marion.or.us](mailto:cwillis@co.marion.or.us)

503-588-5212

## **Lead Agency:**

### **Lead Agency Director Contact Information:**

Troy Gregg

Director, Marion County Juvenile Department

2960 Center Street NE, Salem, Oregon 97301

[tgregg@co.marion.or.us](mailto:tgregg@co.marion.or.us)

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## **County/Lead Agency Fiscal Contact Information:**

Melissa Rounds

Administrative Services Manager

2960 Center Street NE, Salem, Oregon 97301

[mrounds@co.marion.or.us](mailto:mrounds@co.marion.or.us)

(503)566-2923

## **Electronic Grant Management System (EGMS) Contact**

Melissa Rounds

Administrative Services Manager

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(503)566-2923

Please submit your plan by March 31, 2023, via email to [JCP@ode.oregon.gov](mailto:JCP@ode.oregon.gov)

# ATTACHMENT A

**Statement of LPSCC's or the County Governing Body's approval of submitted plan**