



Los Angeles County

PROBATION REFORM AND IMPLEMENTATION TEAM

Summary of Recommendations and Work Planning Meeting

September 6, 2018





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Current Source Reports of Recommendations

Resource Development Associates, Inc (RDA)	Name of Report	Source
✓ Final Report: LA Probation Governance Study	✓ Probation Workgroup Report	Denise C. Herz, Ph.D and Kristine Chan, MSW
✓ 120 Day Status Report	✓ Strengthening Critical Incident Protocols to Protect Probation Youth and Promote Accountability	John Naimo, Auditor-Controller
✓ Review of Best Practices in Probation	✓ Review of Department of Probation's Hiring and Grant Administrative Activities	Sjoberg Evashenk Consulting, Inc., via Auditor-Controller
✓ Model Jurisdiction Report	✓ PD – Budget, Juvenile Halls and Camps Operating Costs, and Departmental Contracting Procedures Review	John Naimo, Auditor-Controller
✓ LA Probation Department Assessment	✓ PD – Fiscal Year 2014-15 Budget, Revenue Accruals, and Prior Year Revenues and Expenditures Review	John Naimo, Auditor-Controller
✓ Crosswalk Report: Comparing LA Probation Department to Best Practices in the Field		



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Key Findings & Recommendations

R D A





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ORGANIZATIONAL STRUCTURE

Problem Statement:

What will enable Probation to effectively serve the adult and juvenile populations and achieve public safety?

Recommendation:

Research does not support that establishing separate Probation departments is necessary to achieving specialization. Probation should remain as one department with focused specialization in each area.



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MISSION, VISION, VALUES

Problem Statement:

What are the gaps between Mission, Vision and Values and how to operationalize them in Probation?

Recommendation:

Create and publish a client-focused, forward thinking Mission, Vision and Values statement for the LA Probation Department.



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COMMUNITY PARTNERSHIP

Problem Statement:

How can community and Probation co-create a plan for reform?
What do they each need to give up and where can they meet in the middle?

Recommendation:

Partner with communities where large numbers of Probation clients live to build on indigenous supports and ensure effective service delivery.



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STRUCTURED DECISION MAKING

Problem Statement:

How does Probation adopt a consistent strategy for adult and juvenile dispositions, and at all decision points to improve client outcomes?

Recommendation:

Implement Structured Decision Making throughout the LA Probation Department beginning with the implementation of the juvenile disposition matrix.



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JUVENILE FACILITIES

Problem Statement:

How does Probation minimize the disruption of confinement, and when needed ensure facilities are safe and in accessible communities?

Recommendation:

Design all juvenile facilities to align with best practices.



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STAFF, HIRING, TRAINING

Problem Statement:

How to establish a more robust system of development and accountability that is consistent with best practices?

Recommendation:

Align staffing, hiring and training with revised mission, organizational structure and approach.



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Data/IT

Problem Statement:

How can data be used to support the culture of change?

Recommendation:

Prioritize investments in Information Technology (IT) systems and the use of data.



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Proposed Work Plan

- Staff-Driven model to accomplish our mandates (Synthesis, Research, Summaries)
- De-Centralize PRIT into Leads focused on areas of expertise/interest
- All Appointees have choice to opt into areas where not Leads
- PRIT Staff/Leads choose on frequency and nature of contact



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DATE	TOPICS	LOCATION/TIME
Tuesday September 25, 2018	Mission and Community Engagement Mandate of the POC	Community Setting 6pm-8:30pm
Wednesday October 17, 2018	Mission and Organizational Structure of the Probation Department	HOA 2pm-4:30pm
Wednesday October 24, 2018	Powers of the POC and Criteria for Staff/Commissioners	HOA 2pm-4:30pm
Wednesday November 14, 2018	Structured Decision Making and Pre-Trial Services	Community Setting 2pm-4:30pm
Wednesday November 28, 2018	Presentation of Draft Recommendations for the POC Structure	HOA 2pm-4:30pm



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DATE	TOPICS	LOCATION/TIME
Wednesday January 16, 2019	Staffing, Hiring, and Training and Data/IT Support in Probation Department	HOA 2pm-4:30pm
Saturday February 2, 2019	Juvenile Facilities	Community Setting 10am-12:30pm
Wednesday February 13, 2019	Community Partnerships/Service Delivery	Community Setting 6pm-8:30pm
Wednesday February 27, 2019	Presentation of Draft Recommendations for Probation Reform	Community Setting 2pm-4:30pm