

AGENDA ITEM III (b)

Transformative Staffing Model using Credible Messengers

The JJRBG submitted the final SB823 plan to the Board of Supervisors for approval on July 14, 2021. On a revised motion submitted by Supervisors Katheryn Barger and Hilda Solis, on July 27, 2021, the Juvenile Justice Realignment Block Grant subcommittee was instructed “to devise a plan, with input from the Youth Justice Transition Advisory Group, community service providers, and Probation Department labor partners that includes supportive programming (including, among other needs, community-based programming inside facilities to link youth to re-entry services), a transformative staffing model (e.g. co-staffing model and employment of credible messengers from outside of the Probation Department) that facilitates a safer more therapeutic environment at all SYTFs, as well as a plan to ensure that a continuum of less restrictive options, including diversion, will be available.”

Members from the JJRBG subcommittee developed the attached CREDIBLE MESSENGER MENTORING, PROGRAMMING AND REENTRY pilot proposal with input from the Youth Justice Advisory Group (YJAG) and presented an overview to the JJRBG on September 16, 2021. The proposal relied on the expertise of YJAG Consultant Clinton Lacey and stakeholder groups that comprise the YJAG. While the proposal provides a conceptual basis, it is noted that the proposal lacks specificity regarding roles, responsibilities, minimum qualifications, operational standards, training and ongoing professional development, evaluation and oversight required to develop a concrete implementation plan and budget, to fully operationalize the services outlined in the proposal.

Subsequent to the Board’s original directive to develop a plan for supportive programming and transformative staffing model, on September 15, 2021, the Board further directed the JJRBG, the Probation Department, and the Office of Youth Development and Diversion (YDD) to work collaboratively and consult with other relevant stakeholders to develop a plan to implement a Credible Messenger mentorship program, facilitated through YDD and the YJR Youth Justice Advisory Group.

Therefore, to effectuate the Board’s directives regarding the development of a co-staffing model and employment of credible messengers facilitated by the Office of Youth Development and Diversion, the following motions are presented to the JJRBG for approval:

Motion:

- 1. Approve the attached “concept” plan as developed by members of the JJRBG subcommittee with input from the Youth Justice Advisory Committee to serve as guide for YDD, Probation and other relevant stakeholders to**

develop a implementation plan for Credible Messenger mentorship as facilitated by YDD.

- 2. Create an ad hoc committee of the Juvenile Justice Realignment Block Grant subcommittee members to liaison with the Youth Justice Advisory Group (YJAG), Office of Youth Diversion, Probation Department, Labor Partners, Community Service Members to:**
 - a. Refine the Program Model based on operational feasibility and obtain stakeholder consensus;**
 - b. Develop statement of work to include minimum qualifications, initial training, and ongoing professional development**
 - c. Develop operational policies and procedures for Credible Messengers contracted to work in the facility**
 - d. Develop operational practices and expectations for Credible Messengers contracted to work in the community**
 - e. Develop and assist with project management plans and implementation**