

smarReflecting on Probation Practices

Incentives

Scott

Breakout part 1

1. Introductions
2. Brainstorm ideas about equity and inclusion

Breakout part 2

3. Revisit [survey data results](#) and finish documenting key takeaways, practices to stop/start/refine, and next steps for each (if needed)
4. Bold 1-2 highest priorities in each table
5. **Document ways that this work will improve equity and inclusion for vulnerable populations**
6. Identify key takeaways to share out

Equity and Inclusion Brainstorm

Brainstorm ideas about how to meet the needs of vulnerable populations. Start with brainstorming ideas about Youth of Color. Then choose ONE other vulnerable population.

Vulnerable population	What should we be paying attention to in order to meet the needs of this vulnerable population?
Youth of Color	Our assessments should help us identify needs – need to make sure that we are paying attention to the overrepresentation of YOC in the first place. We need to look for how bias can creep into the tools (look at data). Better identification of race at assessment. Assessments should promote equity through helpful services/ interventions and opportunities. No risk assessment is associated with this process – strengths needs based, with voluntary service, – this is all about diverting youth out of the court system, rather than needs being a driver for system involvement. This applies to all categories.
Girls	
LGBTQ Youth	
Youth from low socio-economic backgrounds	
Youth with mental health	

needs	
Youth with disabilities	
Other-	
Other-	

Key Takeaways

- Incentives are being used to motivate kids
- Need to create more quality time for JPPO's to have with clients and families
- Incentives have been used all along but it needs to be formalized and Institutionalized officially
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STOP

Practices (What practices should STOP?)	Next steps (What needs to be done before we can make this happen? Who should be involved?)	How will this work improve equity and inclusion for vulnerable populations?
Stop spending so much time tied up in court each week- with an eye towards more mentorship time with youth they are supervising	- Work with your local court to minimize time spent in court each week to maximize time spent with youth/ - Need to enlist the courts/ reduce time spent on reviews.	
Reduce court reviews as an incentive for doing well	- Potential for JPPOs to ask for paper review to allow for alternative positive activity with youth/family - Potential ask for no reviews if no longer needed unless a need arises	

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START		
Practices (What practices should START or increase?)	Next steps (What needs to be done before we can make this happen?)	How will this work improve equity and inclusion for vulnerable populations?
Figure out how to provide DOs with funds to purchase incentives for youth	- Identify funding source - perhaps OJJDP grant funds - Work with DHHS Fiscal to figure out rules around spending individualized funds in this manner & means to locally pay for individualized items with state funds (credit cards, checks, purchase orders?) - Create a policy which helps	

	articulate/justify the purpose and sets forth rules/limits on how funds are used (will be necessary to get political and fiscal approval)	
Brainstorm sessions to come up with no cost or low cost incentives	- Each district should develop a formal plan to increase use of incentive practice - Ask youth most vulnerable what they need.	Result is opportunities and incentives that are meaningful for YOC and vulnerable population (Casey grant can help)
Figure out ways to partner with community organizations to assist with incentives	- Look at current prohibition on state employees soliciting for this type of help? Are there ways to do this? - Have the CBO's conduct focus groups with youth.	Result is opportunities and incentives that are meaningful for YOC and vulnerable population (Casey grant can help)
Document incentives and how they are being implemented.		

REFINE

Practices

(What practices should be REFINED?)

- **Need to create more quality time for JPPO's to have with clients and families**

Next steps

(What needs to be done before we can make this happen?)

- If we get low needs low risk kids off caseloads we can free up more time through smaller caseloads
- Also need to look at non-traditional hours – meeting youth and families WHEN they need help.
- Meeting youth WHERE they need support
- Paying attention to HOW a JPPO supports youth.
- Moving the work to focus on

How will this work improve equity and inclusion for vulnerable populations?

If the JPPO could have time to spend with youth and families, the better understanding of youth needs will emerge – more conversations and learning about youth, the better they will understand the barriers and issues for YOC and vulnerable populations. This can include focussing on the most vulnerable youth and ensuring they have the support from JJPO's.

	needs with support, coaching, mentorship rather than a compliance focus	Ensuring resources go to those who are most vulnerable.
Emphasize and support JJPO's to get out in the community as a positive influence.		
Review SBC Action Plans to add a line for incentive planning		
Consider flexible schedules for JJPO's so that they can spend more direct time with youth-after school	- Each office should develop a flexible schedule plan - Also need to look at non-traditional hours – meeting youth and families WHEN they need help.	Flexible schedule allows JJPO's to meet individuals on their own terms and better family engagement– creates a culturally / racially responsive approach. Creates better inclusion and greater accessibility for working parents etc.