

Annual Report

Better Juvenile Justice Outcomes



2022

Data-driven Operations



Data-driven Decisions



GUN

Data-driven Efficacy

pbstandards.org | help@pbstandards.org | 781-222-4788

Performance-Based Standards









Who We Are

As many as seven out of every 10 young people who become entangled in our country's juvenile justice systems fail. They leave without the skills, experiences, relationships, supports and opportunities they need and they face barriers that prevent them from going to school, getting a job, finding a place to live and supporting themselves. At Performance-based Standard (PbS) we believe in the potential of every young person and recognize the disadvantages faced by those who become justice-involved, the majority of whom are young people of color. We work hard to integrate research into juvenile justice agency practices to end the cycles of incarceration, discrimination and crime.

Our Mission

To improve juvenile justice outcomes for young people, their families and the community by integrating research into practice. We work with juvenile agencies across the country to meet national standards and continuously use data to improve juvenile justice outcomes so all young people leave with the best possible chances for success.

Our Vision

PbS envisions a world where a young person's circumstance doesn't determine their life course and where all young people have the opportunities and resources they need to reach their full potential.

Key Objectives

- 1. Improve juvenile justice outcomes;
- 2. Increase use of PbS data to lead, manage and conduct research;
- 3. Advance racial equity, diversity and inclusion; and
- 4. Achieve fiscal sustainability.



Welcome From Kim

Dear PbS community,

Reflecting back on 2022 I am feeling very grateful for you and for the work you do, and for knowing that what we do helps. Our mission is to give you standards and data that are effective and meaningful, that ensure young people are truly learning and growing, more families are getting involved and you have the resources and supports you need. We're inspired when something in a youth or staff survey leads to a discussion that would not have otherwise happened and when relationships are built. What I know this year more than ever is that our team is making an impact because coaches are called to help with crises and our webinars are well-attended and appreciated, we are invited to present or host a panel at conferences and our Data Snapshots and publications are shared. My favorite is when I hear good news directly from you.

A few examples of what makes me proud of our work in 2022:

Our community of voluntary participants is expanding.

There will always be secure facilities for the few young people who need 24-hour care and supervision and hopefully they will be operated by juvenile justice professionals, not adult corrections. PbS will always keep those young people as our core concern given the risks of harm, and the opportunity to set them up for success and stop the flow into prisons and jails.

However our continuous improvement model moves with the young people, wherever they are in the system. Washington's Juvenile Rehabilitation, for example, added eight community residential programs in 2022 after closing one of the three secure programs. New in 2022, PbS for Community Supervision agencies and offices was launched in Rhode Island Department of Children, Youth and Families, Division of Youth Development, Lane County Youth Services in Oregon and the Muscogee Creek Nation Tribal Juvenile Justice in Oklahoma. Our data is contributing to national discussions and research.

The PbS database is arguably the most robust, timely and accurate national juvenile justice data available. PbS was designed initially for local use only – to show you what's working and what's not. Now with decades of data that can be aggregated it shows how the field has shifted over time and how agencies have responded to changing needs and challenges. It also shows the work that needs attention: young people of color continue to make up the majority of system-involved young people and stay in facilities longer. Three research reports were published looking at how family visitation reduced incidents and staff fear, how young people's positive outlook improves their educational reentry and how COVID-19 has impacted families.

We are creating opportunities for young people.

Several years ago PbS' work naturally extended from helping agencies to directly helping the young people by providing financial awards to support their education, promote employment and ease their reentry transitions- keys to their success following incarceration. They tell us the money helps, but it's the hope it gives them that people care that matters most. In 2022 we changed our scholarship awards from \$1-2,000 for one semester to awards of \$15,000 to be used over two years with the support of the PbS Mentor, a new program we hope to expand. The mentor, Stephen, was incarcerated for nine years, received two PbS scholarships, continued his education to earn a Master's degree and runs a successful business. He created the mentor role. He talks and/or texts the three scholarship winners almost weekly and coaches them through challenges, encourages them and offers the compassion and understanding of one who has been in their shoes.

I hope you enjoy our Annual Report and join with me in doubling our efforts in 2023 to improve juvenile justice outcomes and brighten the futures of the young people, as well as the families we serve.

Kim Godfrey Lovett Executive Director, PbS Learning Institute President, PbS Education and Employment Foundation

From Our President

As president and a long-term board member, it gives me great pleasure to review the previous year's PbS accomplishments and successes. Hopefully the 2022 Annual Report will prove to be an interesting read for you and your colleagues. Please feel free to share the report with others and provide us with your valuable feedback.

The tasks ahead of us as juvenile justice professionals are formidable at times. While leading the state juvenile justice system, I, along with my staff found the data collection process eye-opening and extremely helpful in instituting necessary reforms. My staff and I used the reports assembled by the capable PbS staff for both internal conversations and improvements and external consumption.

Each year, as a board member, I get to read about how juvenile justice systems or facilities improve substantially in areas that were struggles for years, including use of seclusion and restraints, safety related concerns, quality of life environment, and engagement of youth and family voice in decision making. The value in the PbS tools is found in the self-reflection activities and future planning that is both strategic and based on your own data.

Hopefully, 2023 will bring more agencies/facilities/jurisdictions to the PbS table and we will see a national juvenile justice system that better addresses the needs of the youth that come into contact with our agencies.

- Simon



Simon Gonsoulin President

Our Board



Ernestine Gray Vice President



Angela Williams Treasurer



Shannon Weston Clerk



Joyce Burrell Ex Officio Member



Joseph Dominick Director



David Giordano Director



Velvet McGowan Director



Megan Milner Director



Barry Stoodley Director



Terri Williams Director



Jennifer Woolard Director

Our Partners

Working Together

Every year our partners commit to continuous improvement. They collect, analyze and use data to make practice and resource decisions that improve the lives and life opportunities of the young people in their care. Their collective efforts provide the field with a unique and timely national picture of our juvenile justice systems. We honor and appreciate all our partners.

State Partners

- Alabama Department of Youth Services
- Alaska Division of Juvenile Justice
- Colorado Division of Youth Services
- Connecticut Court Support Services Division
- Delaware Department of Services for Children, Youth and their Families, Division of Youth Rehabilitative Services
- Hawaii Office of Youth Services, Department of Health Services
- Idaho Department of Juvenile Corrections
- Illinois Department of Juvenile Justice
- Iowa Department of Human Rights
- Kansas Department of Corrections- Juvenile Services
- Louisiana Office of Juvenile Justice
- Maine Department of Corrections Division of Juvenile Justice
- Massachusetts Department of Youth Services
- Minnesota Department of Corrections
- Montana Department of Corrections Youth Services
 Division
- Nebraska Department of Health and Human Services -Division of Children and Family Services
- Nevada Division of Child and Family Services
- New Mexico Juvenile Justice Services Children Youth and Families Department
- North Dakota Department of Corrections and Rehabilitation Division of Juvenile Services
- Ohio Department of Youth Services
- Oklahoma Office of Juvenile Affairs
- Oregon Youth Authority
- Pennsylvania Bureau of Juvenile Justice Services
- Rhode Island Department of Children, Youth and Families -Division of Youth Development
- South Carolina Department of Juvenile Justice
- Washington Juvenile Rehabilitation Administration
- West Virginia Bureau of Juvenile Services
- Wisconsin Department of Corrections Division of Juvenile
 Corrections

Local Partners

- City of New Orleans, Juvenile Justice Intervention Center, Louisiana
- Clark County Department of Juvenile Justice Services, Nevada
- Dakota County Community Corrections, Minnesota
- Florida Parishes Juvenile Justice District, Louisiana
- Fresno County Probation Department Juvenile Services, California
- Grand Forks County Juvenile Detention Center, North Dakota
- Hamilton County Juvenile Court, Ohio
- Johnson County Juvenile Detention Center, Kansas
- Lane County Youth Services, Oregon
- Maricopa County Juvenile Probation Department, Arizona
- Multnomah County Department of Community Justice, Oregon
- Philadelphia Department of Human Services, Pennsylvania
- Sacramento County Probation Department Juvenile Probation Services, California
- San Diego County Probation Department, California
- Stanislaus County Probation Department Juvenile Division, California
- Ward County Juvenile Detention Center, North Dakota

Community Partners

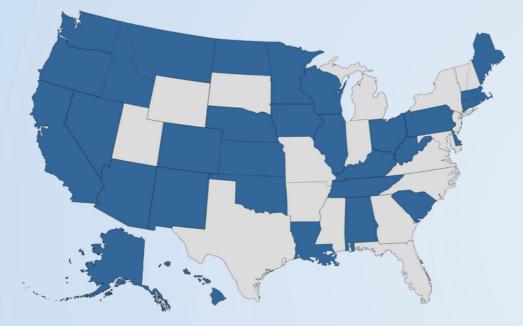
- Boys and Girls Village, Connecticut
- Community Partners in Action, Connecticut
- Community Solutions Inc., Rhode Island
- Connecticut Junior Republic
- Journey House Residential Treatment Center, Connecticut
- Muscogee Creek Nation Tribal Juvenile Justice, Oklahoma
- Ramey-Estep Homes Residential Services, Kentucky
- Rutherford House, Louisiana
- Youth Opportunity Investments Davidson County Juvenile Detention Center, Tennessee



Our Community

No one is in this business because of money. We want to change young lives."

- PbS Agency Coordinator Training Participant

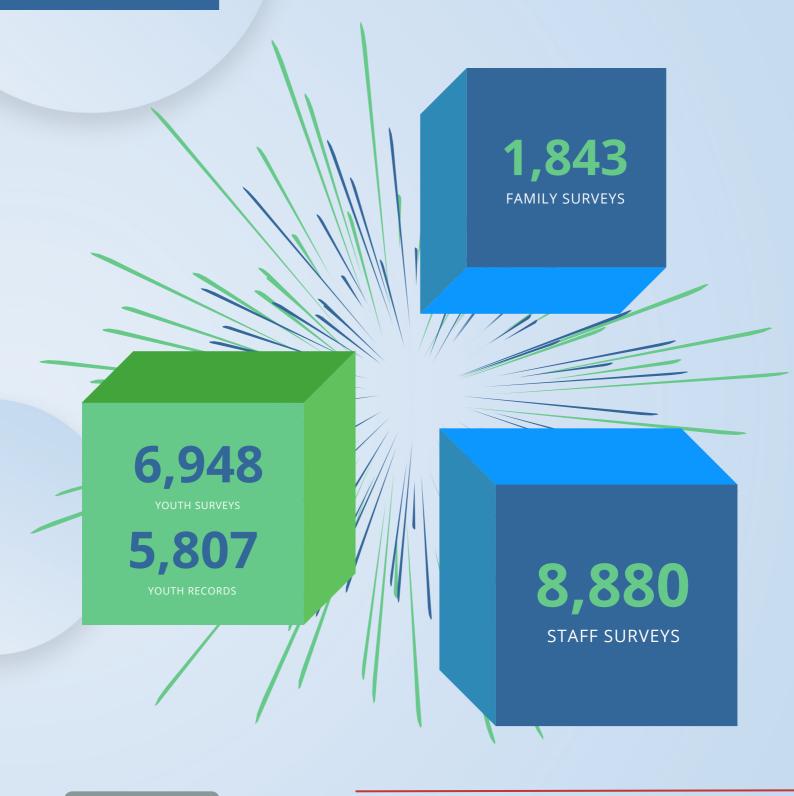


The juvenile justice leaders and professionals who join PbS are a unique group of individuals. They believe the juvenile justice system can and should be an opportunity for disadvantaged young people to get support and services they need and that other public agencies have failed to provide. They recognize the overuse and dangers of incarceration and the developing needs of the young people sent to them, usually as the last stop. Our participants voluntarily agree to collect and use data and they commit to integrating research-based practices into daily operations. They use PbS' standards for guidance and our continuous quality improvement process to measure and monitor safety, quality of life, family and community connection and positive youth outcomes. We are honored to partner with them.

In 2022, juvenile justice leaders and professionals joined PbS from 54 state, local and private agencies across 32 states. Some agencies joined with multiple facility and program types for a holistic picture of system outcomes and some as a single program needing guidance and support to ensure they were positively impacting the young people. The facilities and programs range in size from a large state-run secure facility of 185, to small rural programs with less than five young people. We saw the average daily populations increase in 2022 after the drop in 2021 largely due to the pandemic's push to keep young people out of institutions. We also saw and heard about the drastic and dangerous impact of the staffing shortages plaguing most agencies.

Our participants use the PbS data as a barometer that signals changes in conditions, programs and services and the experiences and perceptions of the young people, staff and families. They compare their performance over time looking at data reports twice year and quickly learn if things are improving or need attention and reform. PbS' Critical Outcomes Report, for example, provides outcome data on the safety and health issues most important in running a facility or residential program. When participants see one of those outcomes change for the worse, they use the seven-step PbS Improvement Plan to address it. They use PbS' surveys of young people, staff and families to hear directly from them all about issues including safety and health as well as perceptions of fairness, job satisfaction, relationships and hope.

2022 Data





Automating the Process

Use of the PbS Kiosk increased in 2022 as two-thirds of all youth and staff climate surveys were collected at a survey kiosk as opposed to on paper. Using the touch-screen terminal eliminates the need for staff to manually collect and enter any data which saves valuable staff time each PbS period. The kiosk also provides audio assistance to youth which can read the questions of the PbS Youth Climate Survey to them.

Trends From the Data

Every year PbS publishes aggregate data in snapshots, trend reports and research briefs on emerging issues to help inform the field and provide context for national discussions and the public. The aggregate PbS data is a representative subset of all residential facilities and programs in the United States and offers a timely reflection of juvenile justice practices, services and outcomes across the country. The data is provided by 54 juvenile justice states, local and private agencies who are responsible for more than 145 juvenile justice correction facilities, detention centers, assessment centers, community residential programs and community supervision offices.

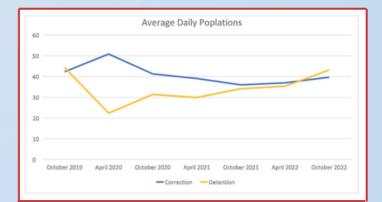
Impacts of The Pandemic

Tests and testing results have been consistently used to determine precautions and restrictions in activities. Results from the data collected in April and October of 2022 showed that 5,875 COVID-19 tests were administered to young people in PbS facilities, with over 60% testing occurring upon a young person's initial arrival. Between April and October 2022, the number of positive tests for young people dropped from 4.4% to 2.9%. Nearly one-quarter of all the facilities reported at least one infection in the fall compared about 16% in the spring. In that same period, over 7,000 tests were administered to staff members and more tests were positive in the fall (2.3% compared to 1.7%). Half of all facilities reported one or more positive tests for staff.

Average Daily Populations

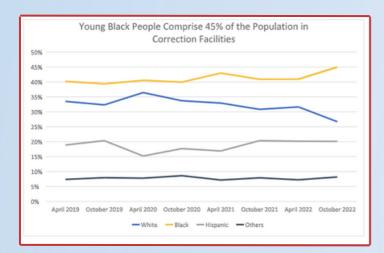
The first several months of the COVID-19 pandemic in early 2020 resulted in an unexpected boost to efforts to reduce America's reliance on incarceration to respond to juvenile delinquency. Juvenile justice agencies, courts, attorneys and law enforcement worked together to reduce the number of young people sent to secure facilities to await their court hearings. The numbers of young people in pre-trial detention centers dropped by as much as 50% from October 2019 to April 2020 but have been increasing since then and now match pre-COVID levels.

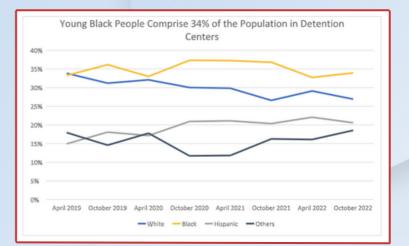
In October 2022, the average daily population in detention facilities was 43 young people, similar to the October 2019 average of 44 young people. Postadjudication correction facilities, lacking authority to refuse court-ordered commitment, focused on releasing young people to reduce the numbers confined. During the same time detention center populations dropped, the corrections average daily population increased from 42 young people in October 2019 to 51 in April 2020. In October 2022 the number was down to 40 young people, slightly below the pre-COVID level of 42 young people.



Disproportionality

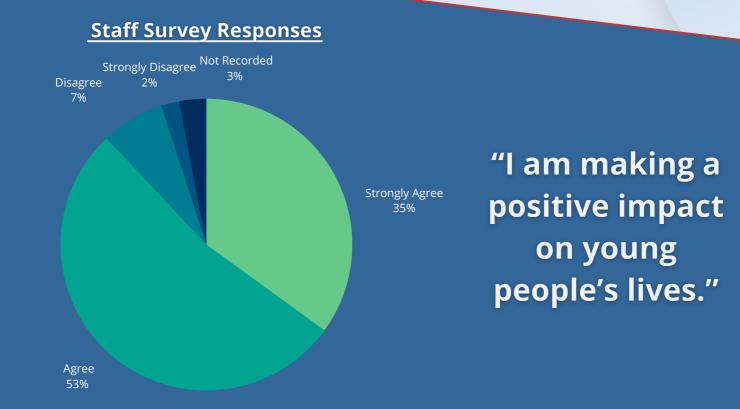
The overall number of young people confined in juvenile facilities and residential programs has been steadily declining since the turn of the century from more than 100,000 young people in the late 1990s to less than 37,000 according to the most recent Census of Juveniles in Residential Placement. But it has not reduced the disproportionate number of young people of color sent to secure facilities when they get into trouble. Black young people comprise about 15% of all youth across the United States but have consistently been about 40% of those incarcerated in juvenile facilities and residential placements. In October 2022, almost three-quarters of all young people confined were of color: Black, Hispanic, American Indian, Alaskan Native, Asian, Native Hawaiian, Pacific Islander, multiracial, or another race/ethnicity.





Staffing Shortages

As the pandemic rounded into its third year, the toll of staffing shortages hit a peak. Staff were unavailable due to illness or exposure or the need to care for their children and/or elders. Staff began retiring in larger numbers and otherwise end their employment. Underpaid and asked to work double and even triple shifts, the most dedicated began to feel exhausted and burned out. Responding to the PbS Staff Climate Survey in October 2022, 89% of the more than 3,100 staff members responding said they felt burned out to some extent - 11% describing their burnout as "always." What kept staff going was their passion for helping young people and belief they are making a positive impact on their lives. They cancelled vacations, drove hours to cover shifts at other locations and just showed up. Asked about their ability to positively impact the young peoples' lives, 88% of the more than 3,100 respondents agreed and strongly agreed. Of note: Those percentages were closely mirrored by the 81% who said they were satisfied with their jobs.



What Young People Say Matters

From the PbS Youth Climate Survey

Consistently making young people feel seen, heard and valued is essential to their ability to design their futures, build resiliency and thrive. Asking them is a simple and effective way to be sure they know they feel seen, heard and valued.

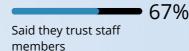
PbS participants ask young people about their experiences and feelings using two perception surveys: The Youth Climate Survey and the Youth Reentry Survey. The surveys are anonymous, administered using the PbS kiosk (a hand-held mobile device) or on paper and responses are reported in aggregate twice a year.

Juvenile justice agencies respond to the survey results in various ways ranging from sharing the results with the young people and using them as the basis for group discussions to developing an intentional and structured plan that sets goals for improving the next round of survey results and the changes and steps to get there.

Key Survey Results

Said staff are good role models

Said staff members show them respect



Said staff seem to genuinely care about them

The Voices of Young People

PbS is interested in what we can change that will make a real and long-term difference in setting young people up to succeed — ending their system involvement to become productive, purposeful citizens.

Engaging young people in discussions and decisions about their futures and the programs, services and opportunities that are most helpful to them has shown positive results including their sense of fairness and agencies' understanding of young people's experiences, beliefs and sense of readiness to return to their families and communities.





Young people involved in developing their own treatment or service plan. **93%** said it helps them understand what they must do to reach their goals.



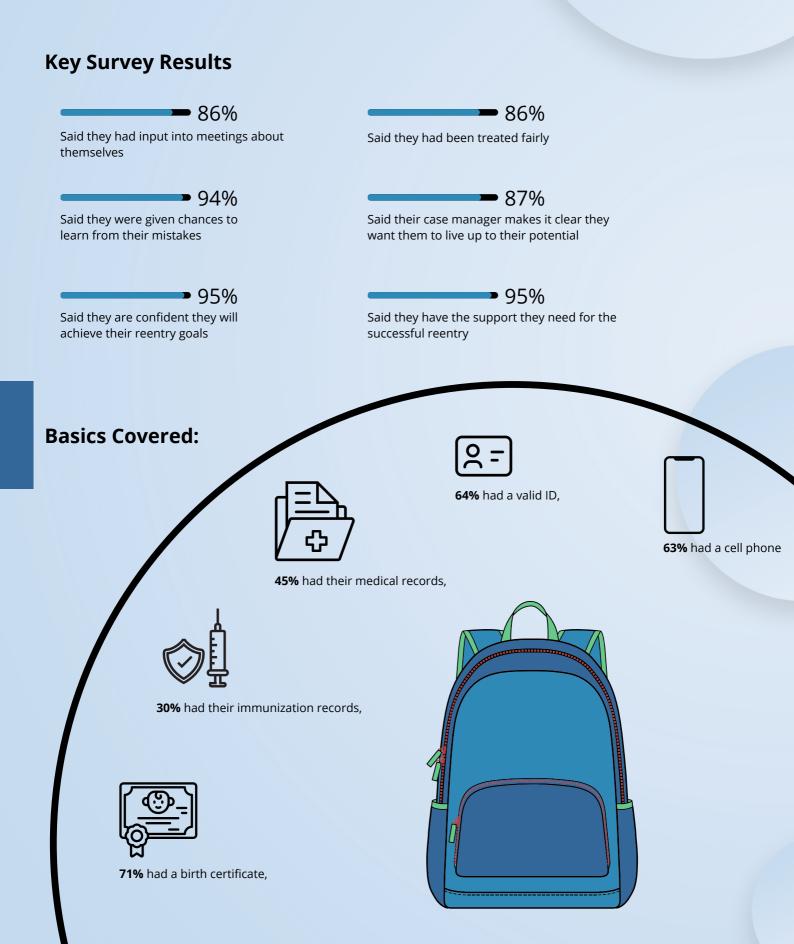
Young people that said the food is good and **57%** said they feel the rules are fair.



Young people that talked on the phone with their parent or guardian. **18%** spoke 5 times a week or more.

From the PbS Youth Reentry Survey

The PbS Youth Reentry Survey is administered year-round to young people shortly before they leave facilities and when they exit community supervision. It is designed to complement the Youth Climate Survey and focus on their perceptions of how prepared and ready they are to become successful, purposeful citizens. In October 2022, they survey had been administered 1,620 young people, 75% of whom elected to participate.



PbS Database For Researchers

Leading Juvenile Justice Data

The PbS Database for Researchers is arguably the most comprehensive, timely and accurate national dataset on the conditions, culture, environment and quality of life inside juvenile justice facilities and the implementation of best practices. The database is updated twice a year and undergoes a multi-tiered quality assurance process. Access to the database is free and applications are accepted year-round.

The PbS Database for Researchers was launched in 2021 to provide easy access to more than 10 years of PbS' comprehensive data for academics, researchers and students to increase the existing body of research on best and evidence-based practices for juvenile justice agencies. Its development was supported by the Annie E. Casey Foundation (AECF) and Office of Juvenile Justice and Delinquency Prevention (OJJDP), Office of Justice Programs, US Department of Justice.

In 2022 the AECF awarded PbS a grant to offer incentives for researchers to use the database. Five research projects addressing timely and critical issues were selected to receive the grants. Three projects have been completed and the work is published and available on the PbS website.

Additional research projects are underway and expecting completion throughout 2023. We are confident that these projects will increase the understanding of juvenile justice policy and practice, as well as contribute to improvements in young people's experiences and outcomes.

Research Published:

- Perceptions of Educational Reentry Preparedness among Detained and Committed Youth. Kaylee Noorman, MS and Julie Brancale, PhD, Florida State University
- Family Visitation, Behavioral Incidents and Staff Safety: What Changed in the COVID-19 era? Janelle De Guzman and Alyssa Mikytuck, PhD MPP, Randolph-Macon College

PbS Database for Researchers Incentive Grants Recipients:

• **Examining Barriers to Educational Reentry**. Julie Brancale, PhD, Assistant Professor in the College of Criminology & amp; Criminal Justice at Florida State University, and doctoral student Kaylee Noorman.

• Experiences of Youth in Confinement: Pathways of Racial-Ethnic Disparities in Juvenile Correction. Kimbla Newsom, doctoral student in the School of Criminal Justice and Criminology at the University of Arkansas, Little Rock.

• Implications of Staff-Youth Relations on Physical Safety and Use of Restraints Among Detained

Youth.). Caitlin Cavanagh, PhD, Assistant Professor in the School of Criminal Justice at Michigan State University, and doctoral students Jen Paruk and Alyssa LaBerge.

Two projects with Alyssa Mikytuck, PhD, Assistant Professor in the Department of Psychology at Randolph-Macon College:

• How, If at All, Do Staff Demographic Differences Predict Staff Handling of Behavioral Incidents and Staff Perceptions of Safety? With undergraduate student Skylar Ackerson.

• Family Visitation, Behavioral Incidents and Staff Safety: What Changed in the COVID-19 Era? With undergraduate student Janelle De Guzman.





Training and Technical Assistance



Agency Coordinators Training

The 2022 PbS Annual Agency Coordinators Training (ACT) focused on Creating HOPE: Healthy Relationships, Opportunities, Positive Outcomes and Equity. More than 80 juvenile justice professionals from across the country gathered in New Orleans Aug. 4-6 to learn, network and share strategies for creating hope for young people and for staff amidst the challenging times. Creating hope means providing young people involved in the justice system with the skills, experiences, opportunities, relationships and supports they need reach their fullest potential- filling an imaginary backpack with tools they can take with them. Attendees were given a PbS backpack during the training to fill with new ideas, resources and contacts from the training. Upon returning home, several attendees launched new programs giving young people leaving facilities real backpacks filled with basic necessities and information about resources and opportunities in the community.



Improving Juvenile Reentry Programs Capacity for Data Collection, Analysis, and Reporting

Capacity PbS provided intensive technical assistance to four agencies as part of the Improving Juvenile Reentry Programs Capacity for Data Collection, Analysis and Reporting cooperative agreement with the Office of Juvenile Justice and Delinquency Prevention (OJJDP), Office of Justice Programs, US Department of Justice:

- Connecticut Court Support Services Divisions
- Fulton County, GA, Juvenile Court
- Iowa Division of Criminal and Justice Justice Planning
- Travis County, TX, Juvenile Probation Department

Also part of the grant, PbS hosted a series of webinars featuring panelists of judges, probation officers, agency directors, data analysts talking about how they use data to improve reentry services and outcomes. The most popular webinar featured a panel of four young people who spoke candidly about their reentry experiences.



PbS provided training and technical assistance to onboard three agencies including one tribal nation as new participants thanks to the support of OJJDP's PbS for Juvenile Programs Initiative:

- Rhode Island Department of Children, Youth and Families
- Lane County, OR, Youth Services
- Muscogee Creek Nation Tribal Juvenile Justice, OK



PbS' work focusing on reentry and implementing the tools developed by the PbS Reentry Standards project will continue with another cooperative agreement with OJJDP awarded in 2022 to provide training and technical assistance to enhance reentry data collection, reporting and use. Applications for the assistance will be available in 2023.



PbS Kids Got Talent Contest

The PbS Kids Got Talent contest was launched in 2015 to celebrate and showcase the creative talents of young people involved in the juvenile justice system. Young people are invited to enter a recording of their talents as individuals or groups in the contest and a panel of judges selects the winners. Entries have included singing and instrumentals, spoken word, drawing, dancing, basketball playing and card tricks. In 2022 PbS received 55 entries from 63 young people from 22 different facilities.

The Winners:

Group Category: "Make a Change," an original song by a trio of young people at the Ferris School, Delaware Youth Rehabilitation Division.

Individual Category: **"Leave a Message,"** an original song by a young man at Rogue Valley Youth Correctional Facility, Oregon Youth Authority; and

"Take My Advice," an original song by a young woman from Long Creek Youth Development Center, Maine Department of Corrections Juvenile Division, who performed at the PbS Awards Night celebration in New Orleans. In addition to her impressive songwriting and vocal skills, she is a visual artist, her stunning artwork showcased above.

Barbara Allen-Hagen Award Winners



Mt. Meigs Campus, Alabama Department of Youth Services

(**Above**) The Mt. Meigs Campus PbS team focused on improving critical issues, beginning with the overuse of confinement to respond to problematic behavior and collateral outcomes such as high rates of assaults and fights and use of restraints shown in their 2019 PbS data.

Drilling into the use of confinement, they saw most instances occurred during school hours and involved the young people in the General Educational Development (GED) program, who were mixed with the kindergartengrade 12 students. The team moved the GED students to a new, separate location where they could better learn skills to obtain jobs and prepare for release. The Mt. Meigs PbS team also created a tier level behavior

management plan to address negative behaviors.

With these changes implemented, data showed a drastic reduction in incidents and confinement at Mt. Meigs Campus. Use of confinement dropped significantly— with equally impressive percentage reductions in the average duration of confinement, number of incidents and use of physical and mechanical restraints.



Hartford Juvenile Detention Center, Connecticut Court Support Services

(**Below**) Hartford Juvenile Detention Center (HJDC) decided to focus on safety when the team analyzed data from outcome measures and noticed a significant increase in staff fear beginning in the spring of 2018.

A series of events including layoffs and legislation requiring HJDC to take responsibility for post-adjudicated young people made the challenge of reducing staff fear considerable. Lacking a physical location for the postadjudicated young people, a detention center was created to house young people awaiting a court hearing. Recognizing that when staff do not feel safe, neither do the young people in their care, the team decided to on-board new per diem staff to reduce burnout. A Safety Committee focused on staff wellness and ongoing training, using data from the Staff Climate Survey to inform decision-making.

Hartford Juvenile Detention Center met their commitment to reduce staff fear. They have incorporated postadjudicated young people into the building in a separate unit, developed programs to support them throughout their stay and provided staff training to serve young people with longer stays.



Our Foundation

PbS Education and Employment Foundation

The PbS Education and Employment Foundation grew as a natural extension of PbS' work and commitment to treating all young people as one of our own. Too many young people left facilities only to return. We learned that the barriers they faced to access education and gainful employment when they returned to the community prevented their success- and that the barriers were exacerbated by their involvement in the justice system. We decided to create a new component within our organization to raise awareness and funds and provide direct financial support to help them overcome the obstacles and give them real second chances.

PbS has awarded a total of \$139,075 to 136 young people to date.

Our Awards:

Starting in 2017, PbS created three awards for young people and one for staff:

- PbS J. Russell "Russ" Jennings Scholarship to support attainment of a postsecondary degree or certificate
- PbS Reentry Award Gift cards to purchase basic necessities to ease transition to independent living
- PbS Employment Matching Earnings match to encourage work experience
- PbS Staff Scholarship Award To support continued education for staff

"I would like to be an EMT where I am in the back of the ambulance to help save peoples' lives... I am learning social skills, improving my work ethic and I have a first aid card. I have to learn how to work effectively under pressure."



JA, 19, worked as dishwasher/prep cook in nearby restaurant, \$8.75/hour, 32.5 hours/week. Career goal: Emergency Medical Technician.

"I feel like in life, people do things to get ahead and by getting locked up, I was put behind. Doing this kind of work would help me catch up in life but also, I always liked the designing of houses and everything that came with the house... The skill I think I need more is just experience in the field doing it."



JMR, 22, teacher's aide at facility school, \$14.49/hour, 15 hours/week, career goal: Real Estate Investor.

Donate Today



to create brighter futures for young people.



2022 Impact

136 YOUNG PEOPLE SUPPORTED IN 21

DIFFERENT STATES

\$139,075

PROVIDED TO YOUNG PEOPLE TO IMPROVE THEIR EDUCATION AND EMPLOYMENT PROSPECTS

> 46 YOUNG PEOPLE PROVIDED WITH EMPLOYMENT MATCHING FUNDS

Coach Russ: A Legacy of Love

The PbS J. Russell "Russ" Jennings Scholarship was launched in 2022 to honor the memory and extraordinary contribution of PbS Coach Russ. Russ was a champion for juvenile justice reform and disadvantaged young people. His leadership as a Kansas state legislator, juvenile justice agency director, facility director, judge and probation officer impacted the lives of countless young people and professionals.

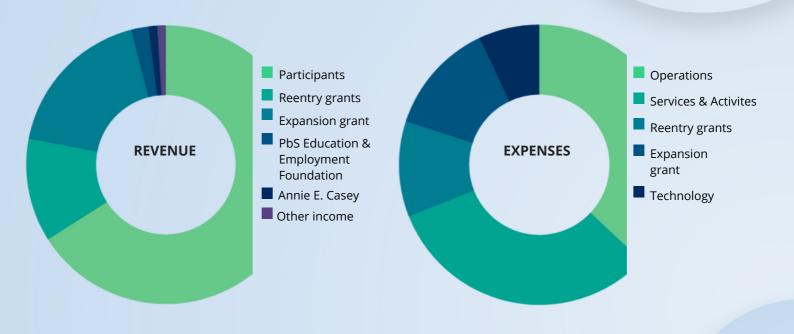
Shortly before his passing Russ donated \$30,000 to support scholarships for young people. Three young men were selected from a pool of nine applicants to receive \$15,000 to be made available over two years, supporting their completion of associate degree programs. One young man completed the fall semester and two began January 2023.

"Above all, this scholarship is more than just the funds. This opportunity has opened up many more doors for me. Upon achieving this goal, I found much more motivation in what I do. I now know that no matter my circumstances I am the only one who can stop myself by closing the open doors. The scholarship will always be something I look back on when I get carried away in my future. This will always be my reminder that anything is possible. This scholarship will help me in the future by providing a stepping stool and the funds needed to seek education. My next goal is to use my story as motivation to others rather than myself that anything is doable under your power. When you seek, you will find. Always remember that." - 2022 PbS J. Russell Jennings Scholarship Recipient



Financial Sustainability

Operating Budget



Financial Summary

The PbS Learning Institute, Inc. incorporated as a 501(c)(3) organization in July 2004 after about 10 years' operations as a fully-funded government project. The value of our standards and data continuous improvement program was recognized as no agencies declined to continue PbS when required to pay for participation. PbS' effectiveness was also recognized that year as a winner of the Innovations of American Government Award from the Ash Institute of Democratic Governance and Innovation at Harvard University.

Since then we have expanded beyond our core programs and services for correction, detention, community residential and non-residential programs to include:

- Training and technical assistance to share our reentry expertise,
- A researcher database that makes our data available for free to researchers to add to the current juvenile justice knowledge and
- The PbS Education and Employment Foundation to extend our impact directly to the young people.

PbS operated a \$2.1 million budget in Fiscal Year 2022. At year's end cash on hand was \$942,496 and the investment account balance was \$487,500. Variables such as COVID-19 variants and fluctuations in financial markets can make it challenging to predict changes in our revenue and expenses. It is in our best interest as an organization to effectively pivot and be flexible in our financial approach to ensure success, growth and longevity.

We are deeply grateful for all the organizations and individuals who support us financially to make our work possible.



A Special Thank You

All of us at PbS thank everyone across the country working to improve the futures and outcomes for young people and families involved in justice systems. You inspire us to continue to work for change because we know that together, our community

Special thanks to:

- Stephen Kaplan, PbS Mentor
- Shantae J. Edwards, Director of Development, PbS Education and Employment Foundation
- David Kindler, DTK Photography

Barbara Allen-Hagen Award Selection Committee:

- Joe Cocozza, National Center for Mental Health and Juvenile Justice (retired)
- Simon Gonsoulin, American Institute for Research
- Hon. Ernestine Gray, Orleans Parish Juvenile Court (retired)
- Melissa Sickmund, National Center for Juvenile Justice
- Barry Stoodley, Maine Department of Corrections, Juvenile Division (retired)

PbS Kids Got Talent Selection Committee:

- Naomi Evans, Coalition for Juvenile Justice
- Patrick Griffin, John D. and Catherine T. MacArthur Foundation
- Chyrl Jones, Office of Juvenile Justice and Delinquency Prevention
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Thank you, Akin!

We are deeply grateful to Akin Fadeyi who, after 22 with PbS, retired end of 2022. His tireless efforts on behalf of young people changed hundreds of lives, young and not-so-young.

He is an expert, friend, mentor and cherished colleague whose impact goes on. We wish him all the best in his retirement.





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