



Performance-based
Standards



Creating HOPE

Executive Director's Report

Aug.5, 2022

Kim Godfrey Lovett, Executive Director,



“Hope is being able to see that there is light despite all of the darkness.”

-Desmond Tutu



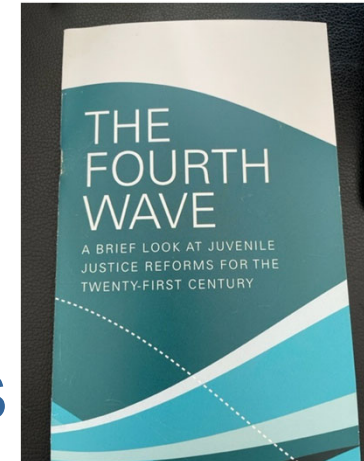
Juvenile Justice Negativity Bias:

1. Treatment Approaches:
 - Risks/Needs- Focus on preventing failure
2. Responding to behaviors
 - Punishment for failures
3. Measurement
 - Recidivism- Count failure



Four Waves of Juvenile Justice Reform

- 1899/ early 20th Century: Individualized treatment and rehabilitation
- 1960s: Due process protections
- 1990s: Punitive backlash
- 2000: Public safety, accountability, positive outcomes for young people





Strengths-based Approaches

- Identify and enhance strengths and talents
- Healthy relationships; families as valued partners;
- Opportunities for success – education, employment, contribution
- Positive outcomes - catch them doing “right”
- Equity and fairness





STARTS WITH STAFF





Recognize Good Things

When recognition hits the mark, employees are:

73%

less likely to “always” or “very often” feel burned out

56%

less likely to be looking or watching for job opportunities

44%

more likely to be “thriving” in their life overall

5x

as likely to feel connected to their culture

4x

as likely to be engaged

5x

as likely to see a path to grow at their organization

4x

as likely to recommend their organization to friends and family

Unleashing the Human Element at Work: Transforming Workplaces Through Recognition. 2022. Gallop, Inc.



To “hit the mark” must be:

- Fulfilling employees' expectations and needs
- Authentic
- Equitable
- Embedded in the culture
- Personalized



Stay Positive



Enjoy work



Easier to overcome obstacles



Motivates others



Better work environment



More loyalty/less turnover



More creativity



CREATING HOPE FOR YOUNG PEOPLE





HOPE

Healthy Relationships

- Families
- Staff
- Community

Opportunities

- Education
- Employment
- Connection
- Contribution

Positive Outcomes

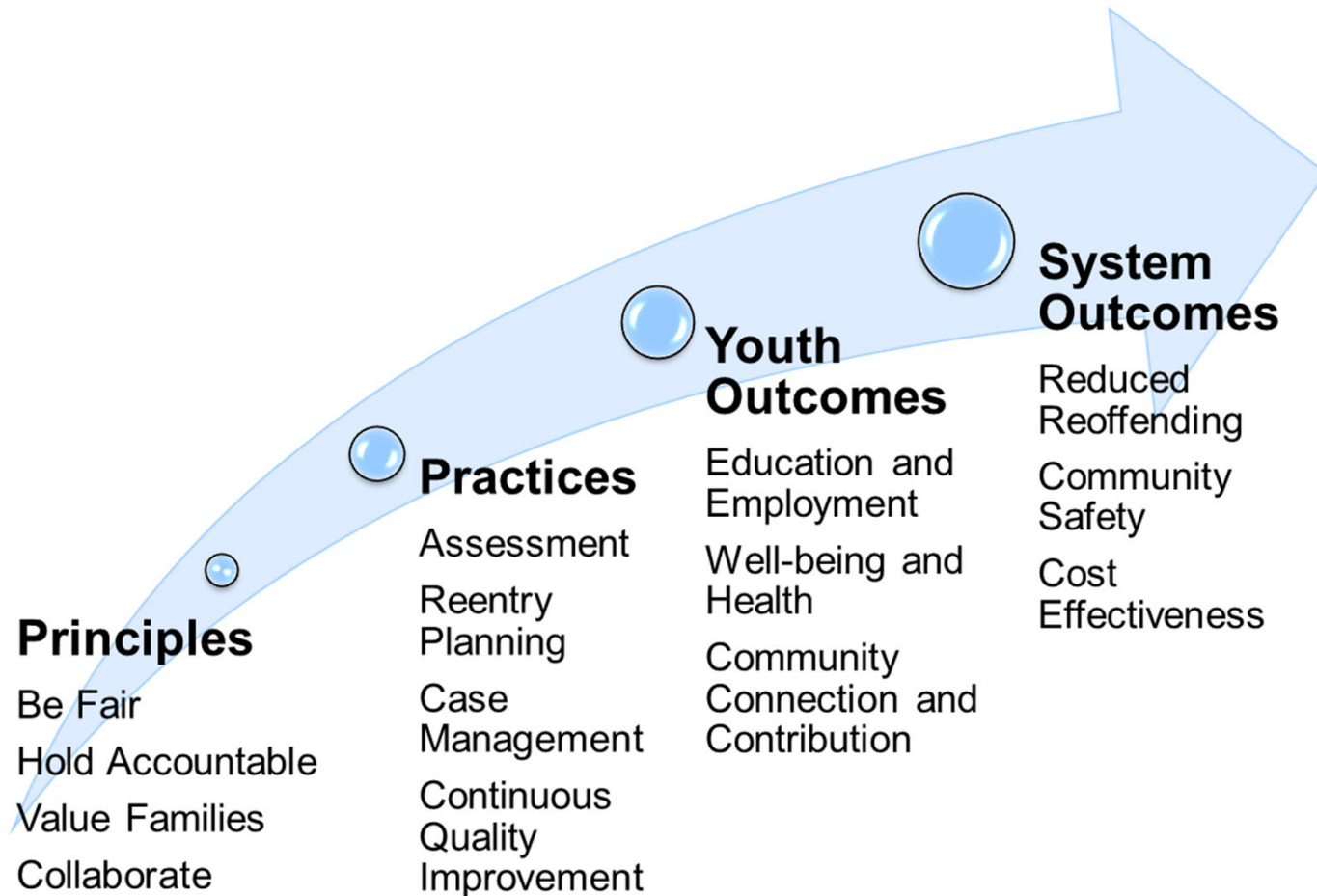
- Jobs, homes, families
- Confidence
- Physical, emotional health

Equity

- Fair treatment
- Safe to be themselves
- Hope for future



PbS Reentry Standards Framework





Reentry Starts Day 1



Sign in PbS Dashboard

Search the site



Why PbS ▾

How It Works

Awards ▾

Publications

Blog

How to Join

Making Reentry Successful

As many as eight out of every ten young people who leave the juvenile justice system are arrested, recommitted to juvenile facilities or sent to an adult prison or jail. Meanwhile, research aimed at integrating youth development has shown positive outcomes for young people exiting the system. PbS offers three research-based resources to help agencies provide young people with real second chances for successful reentry.

PbS Youth Reentry Survey

The only way to really know if young people are prepared and ready for reentry is to ask them. PbS provides a reentry survey to understand each young person's perceptions of their experiences, skills, opportunities, connections and beliefs. As part of the PbS Reentry Standards project, we developed a reentry survey that integrates findings from positive youth development research. The survey is designed for young people who are exiting residential placements and community supervision and is typically completed on a PbS-issued handheld kiosk.

[Interested in using the survey?](#)

Reentry Data Capacity

In 2018, OJJDP awarded funding to the PbS' training and technical assistance team to help agencies implement the PbS Reentry Standards and increase the capability of collecting, reporting and utilizing data to improve reentry outcomes. OJJDP recognized the challenges facing systems in collecting reentry data from programs and services spanning different agencies and locations. Current funding is supporting intensive technical assistance in four selected jurisdictions as well as the development of public webinars, resources and tools.

[Learn more about this project](#)

PbS Reentry Standards

From 2015-2019, PbS developed national standards and measures to help the field have a more comprehensive understanding of reentry services and programs for young people. The project, funded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, US Department of Justice (OJJDP), created reentry standards and measures grounded in research and practice, providing a framework of best practices and comprehensive tools for ongoing data measurement.

[Learn more about this program](#)

[Home](#)

[Reentry](#)

Reentry Webinars

[Virtual Institute Training for Reentry Teams](#)

[Opportunities for Training and Technical Assistance](#)

[Ways Judges Use Data](#)

[Ways Probation Officers Use Data](#)

[What Young People Say They Need](#)

[Ways Agency Directors Use Data](#)



Youth Reentry Survey

Controls

Survey:
 PbS Youth Reentry Survey

Collection:
 4/1/2022 - 5/27/2022

Display:
 Field Averages

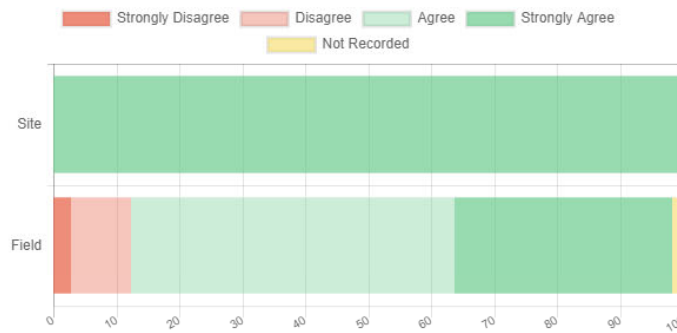
[Print Report](#)

Pages

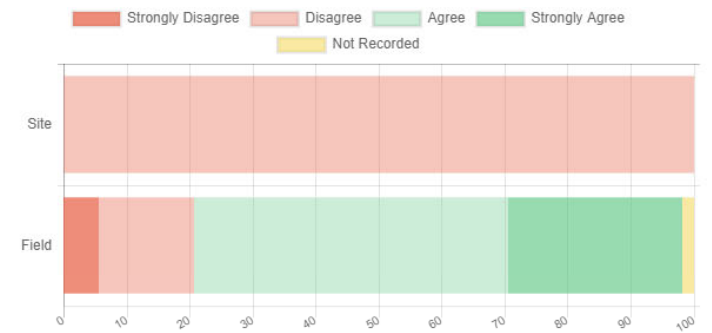
- Your Experiences
- Contact with Your Family
- Your Reentry Plan
- Your Case Manager
- Your Well-being and Community Activities
- Your Future

Your Experiences

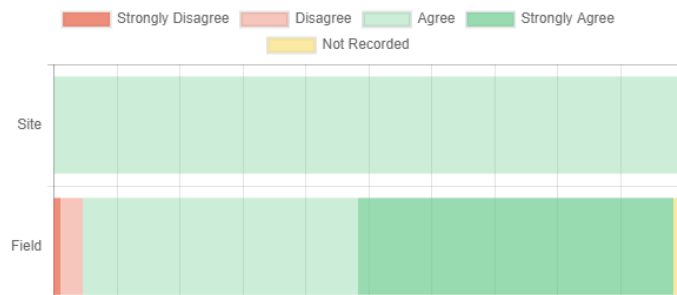
1. I had input into meetings about me.



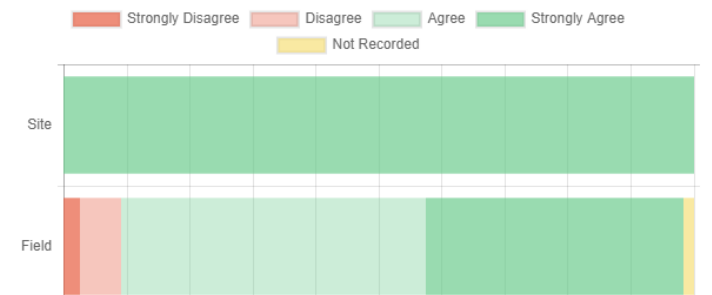
2. I know youths participate in youth councils or youth boards to provide input into what happens here.



3. I was given chances to learn from my mistakes.

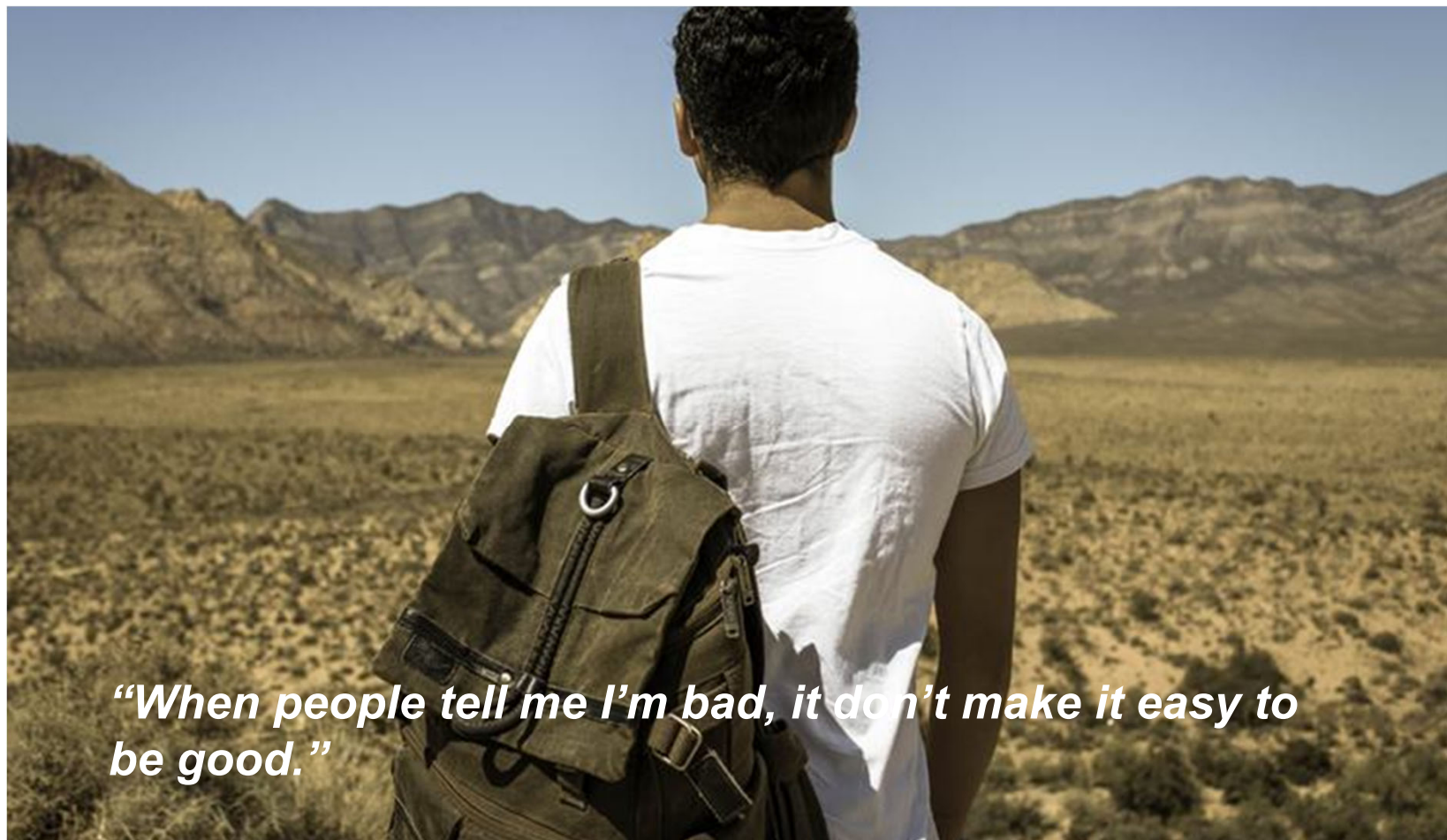


4. The incentives and rewards helped keep me working on my goals.





1. Find out what young people are feeling, thinking and believing



“When people tell me I’m bad, it don’t make it easy to be good.”



What Young People Say Matters

Yes	PbS Reentry Survey Question
96%	Understand what is expected of me when I leave
95%	Can comply with/meet the expectations of my reentry plan
83%	Earned a certificate or award
75%	Been told about ways to pay for college like financial aid packages and loans
68%	Attended a special event
63%	Taken a class about nutrition, healthy eating and exercise
57%	Done volunteer work in the community that made you feel good
54%	Participated in formal discussions about discrimination
45%	Participated in any political or organized community activities that were important to you



Prepared and Ready

Strong Agreed	Agreed	
56%	39%	I am confident I will achieve my reentry goals.
57%	37%	I am ready to get a job/continue my current employment.
32%	49%	It will be easy to pay my rent/ living expenses.
53%	41%	I have the supports I need for a successful reentry.
44%	44%	I have enough money to buy food and clothing.



2. Treat all young people like one of our own.





Set them up for success

Health:

- 84% of young people received health treatment prescribed by individual treatment plans
- 95% received prescribed mental health treatment
- 90% received substance use treatment

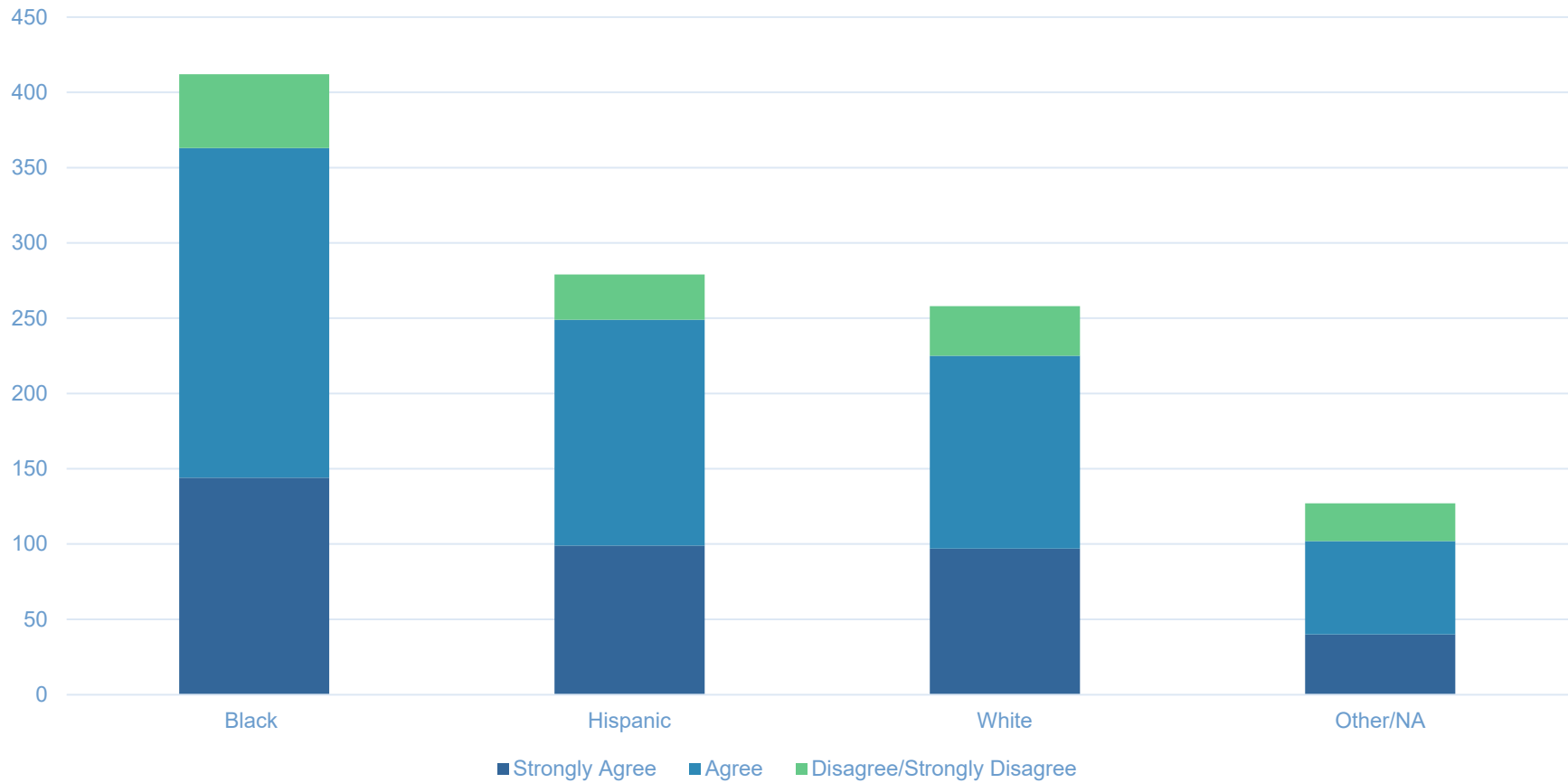
Education:

- 45% increase math scores
- 47% increased reading scores
- 64% completed vocational skills curriculum
- 80% complete prosocial curriculum



Treat fairly

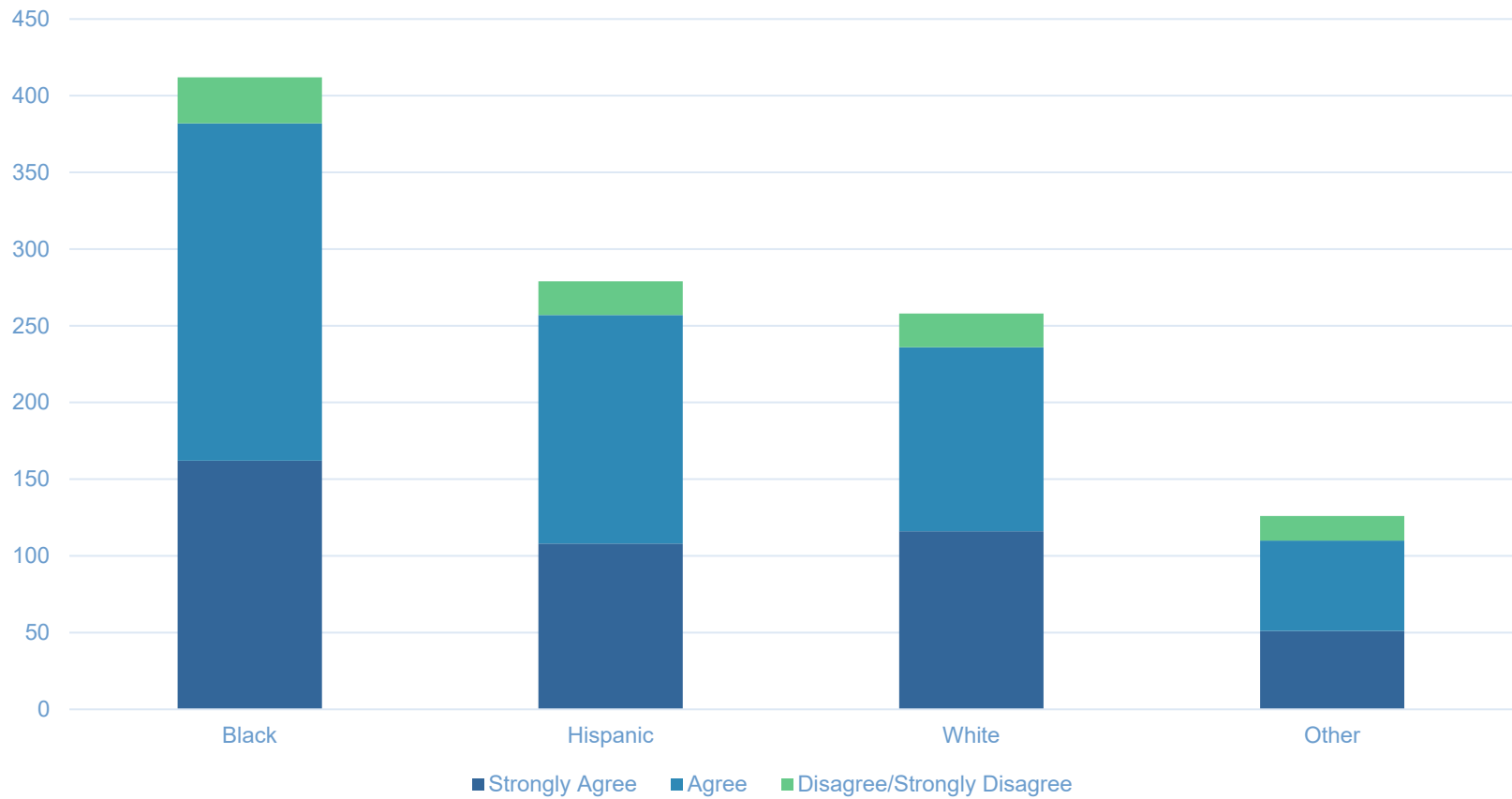
Perceptions of Fairness





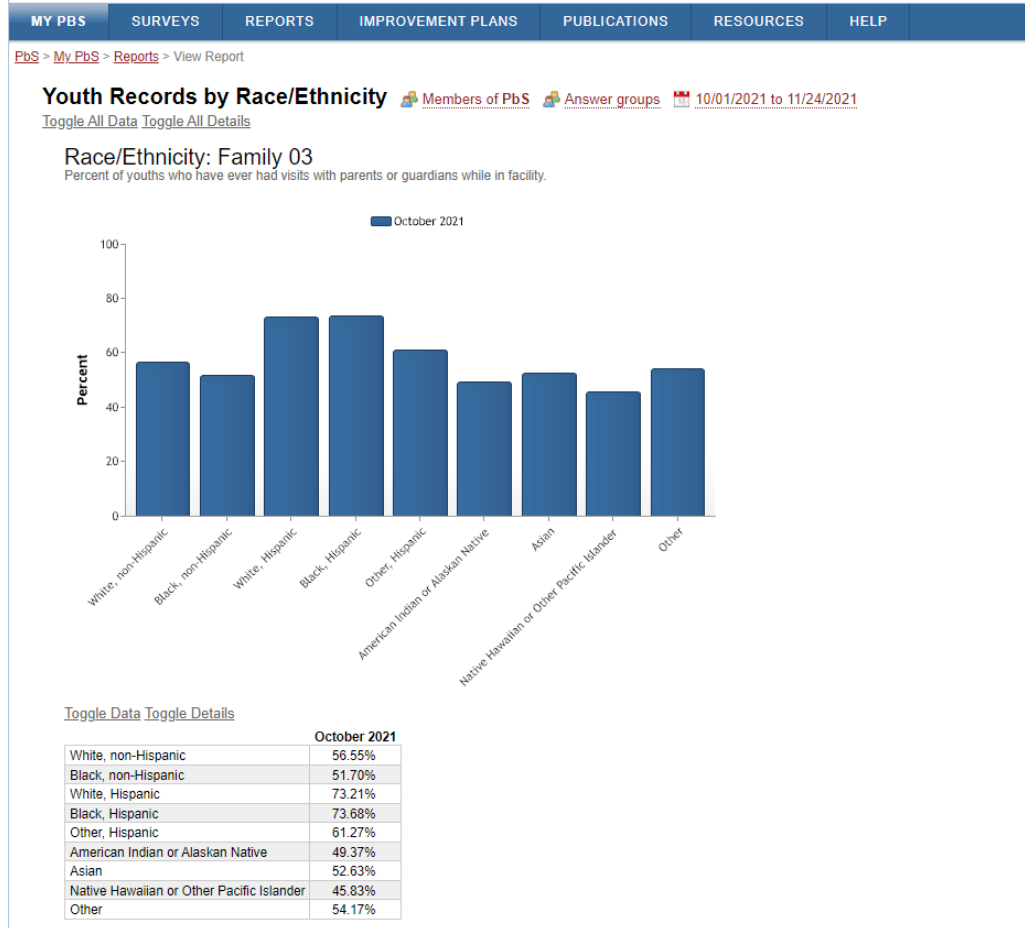
Respect

My race and cultural heritage was respected





Data by Race/Ethnicity





3. Let them Play!



“What leapt out of the information we were accumulating was that both Whitman and the homicidal males had NOT engaged in normal rough and tumble play. No memories of playground buddies. No involvement in games of chase and escape. Lots of aggression or isolation.”

-Dr. Stuart Brown, author of Play;
founder National Institute for Play

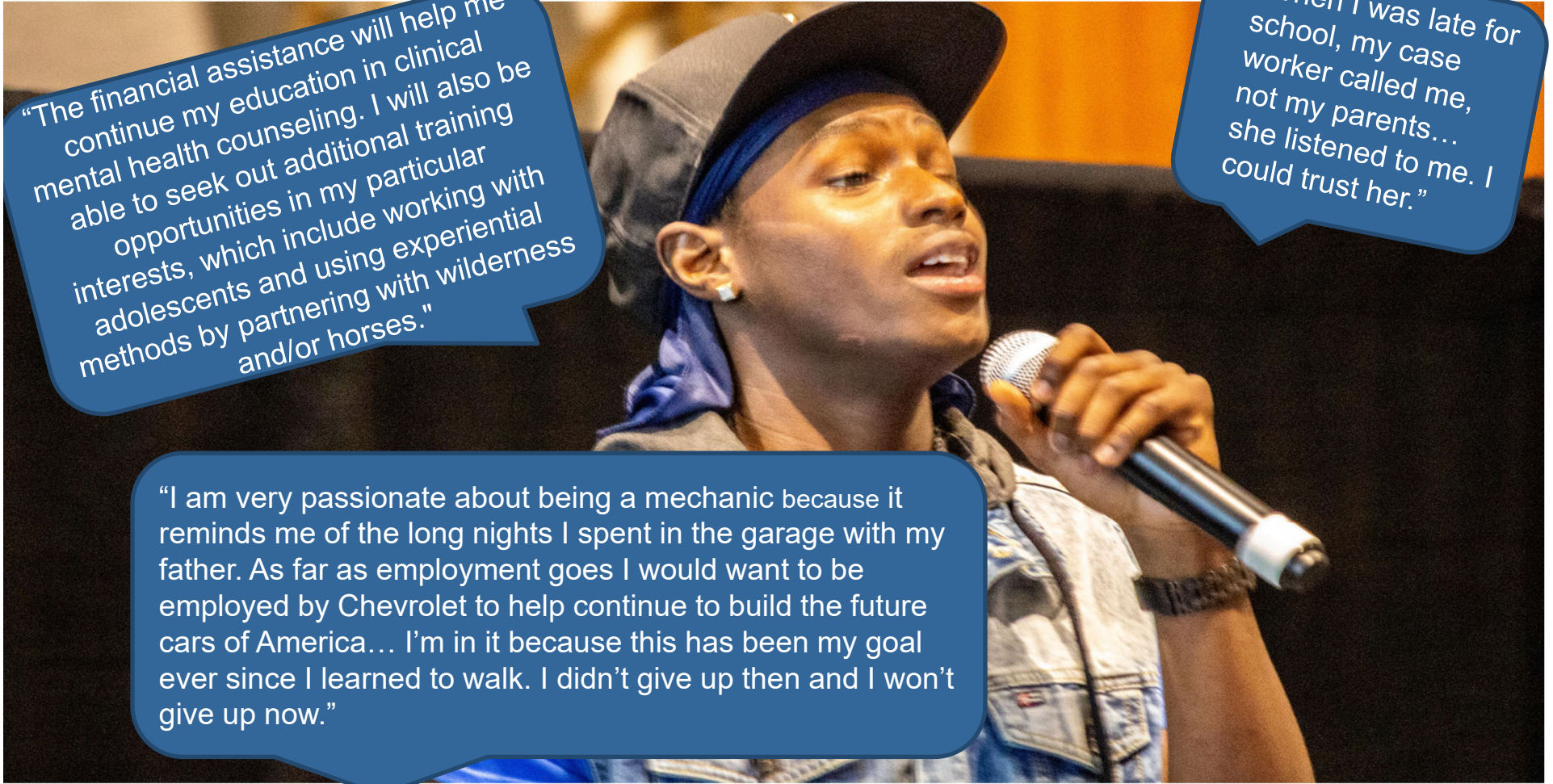


4. Give them opportunities to thrive

"The financial assistance will help me continue my education in clinical mental health counseling. I will also be able to seek out additional training opportunities in my particular interests, which include working with adolescents and using experiential methods by partnering with wilderness and/or horses."

"When I was late for school, my case worker called me, not my parents... she listened to me. I could trust her."

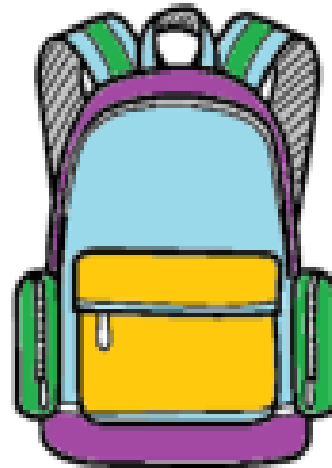
"I am very passionate about being a mechanic because it reminds me of the long nights I spent in the garage with my father. As far as employment goes I would want to be employed by Chevrolet to help continue to build the future cars of America... I'm in it because this has been my goal ever since I learned to walk. I didn't give up then and I won't give up now."





Prepared and Ready

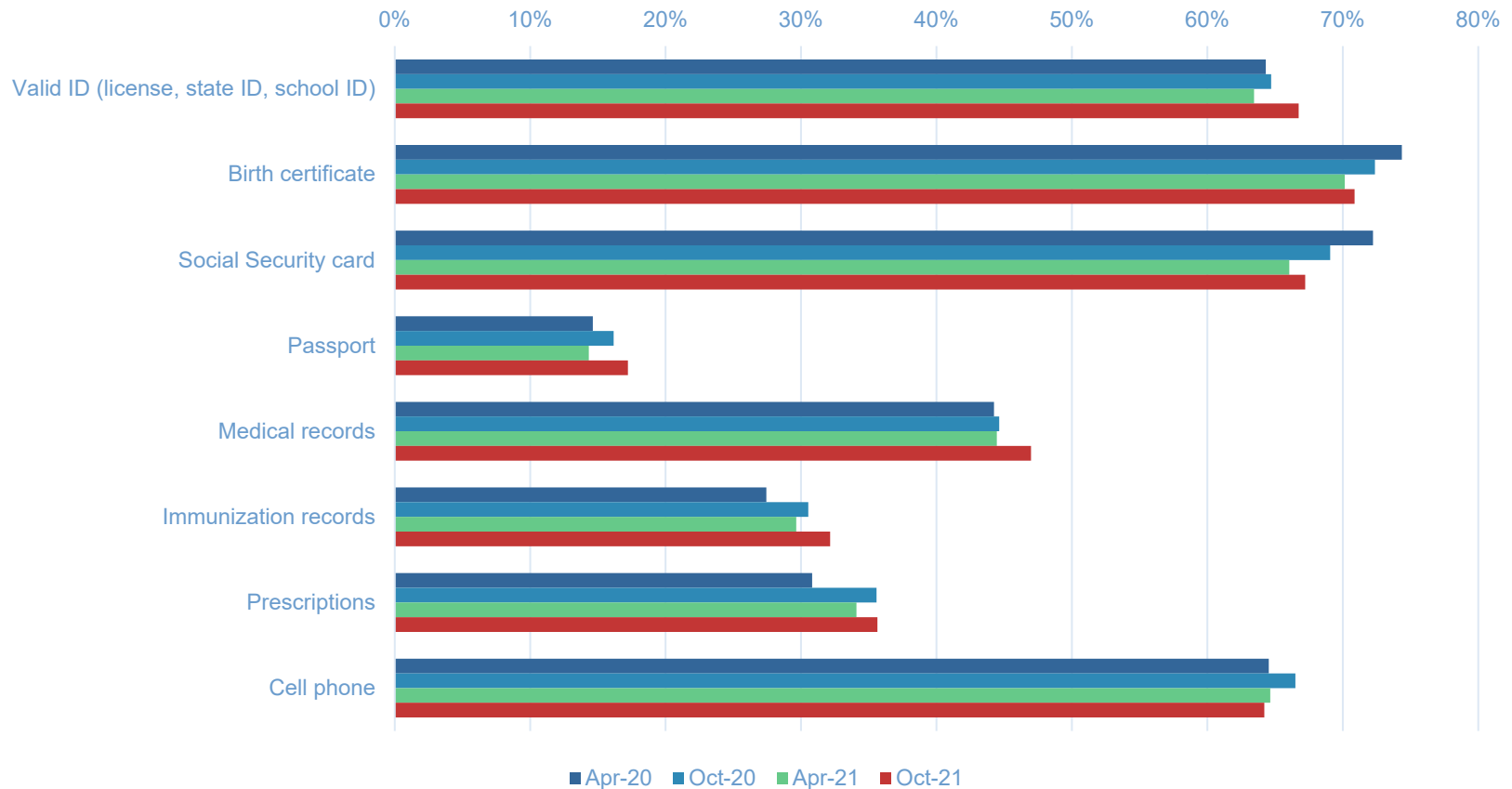
- What do they need in their backpacks?
- What do we will their backpacks with?





Some tangible items

Fewer young people left with their birth certificate and social security card





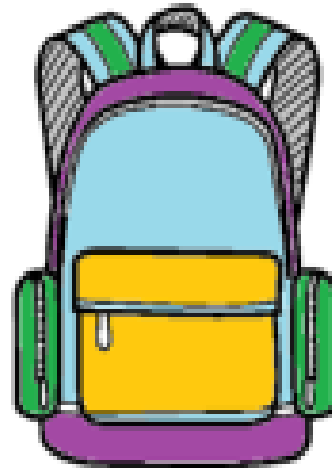
Knowledge, beliefs, skills





Your ACT Challenge

- Fill your backpack with as many resources, ideas, tools as possible to take home





PbS Learning Institute, Inc.

PbS Continuous Quality Improvement

- Secure Facilities
- Community Residential Programs
- Community Supervision

Technical Assistance

- Reentry Standards
- Youth Reentry Survey
- Reentry Data Capacity Building

Database for Researchers

- Research Incentive Grants
- Ongoing Applications

Education and Employment Foundation

- Scholarships
- Reentry Assistance
- Employment Matching
- Awards Night

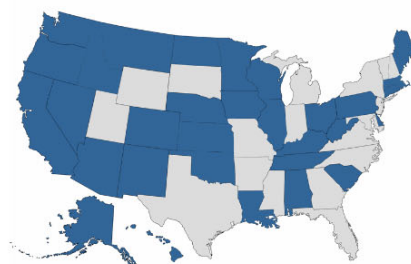


NATIONAL JUVENILE JUSTICE DATA ON CONDITIONS OF CONFINEMENT, FACILITY PRACTICES AND YOUTH OUTCOMES

The PbS Database for Researchers

Performance-based Standards (PbS) invites academics, researchers and students to access our comprehensive database to help us better understand the practices in juvenile facilities that result in positive outcomes. PbS offers a timely and comprehensive national database to address important research questions and increase the existing body of research on best and evidence-based practices. Committed to protecting the confidentiality of our survey respondents, prospective researchers must submit a research application.

Apply Now



ACCURATE, COMPREHENSIVE, VALID, RELIABLE AND TIMELY

What is the PbS Database?

Performance-based Standards (PbS) believes data is most valuable when it is used – then it becomes information that can change lives and transform systems. PbS is a continuous improvement program that provides participating agencies with aspirational national standards to guide practices and policies and standardized data definitions and collection protocols to measure the extent to which the policies and practices are put into place and their impact on youths, staff and families. After the twice-a-year data collection periods PbS coaches work with agency staff to analyze the results and develop structured action plans using a seven-step model to target specific outcomes for improvement. The results are available about two weeks later after PbS' data quality process is completed.

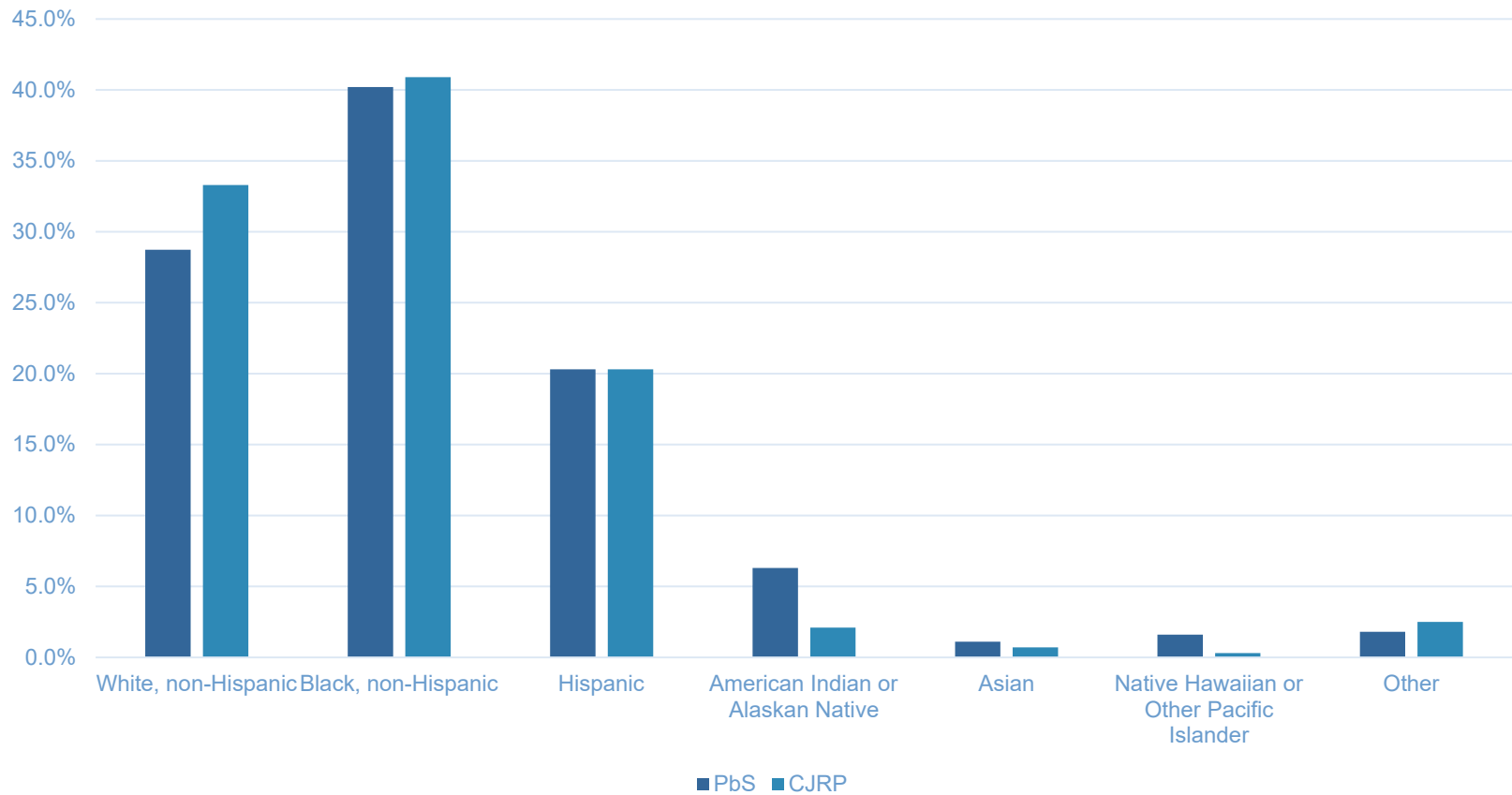
Arguably America's largest updated source for juvenile justice data, the PbS Database for Researchers offers comprehensive quantitative and qualitative data on facility life, practices, services

DATABASE FOR RESEARCHERS



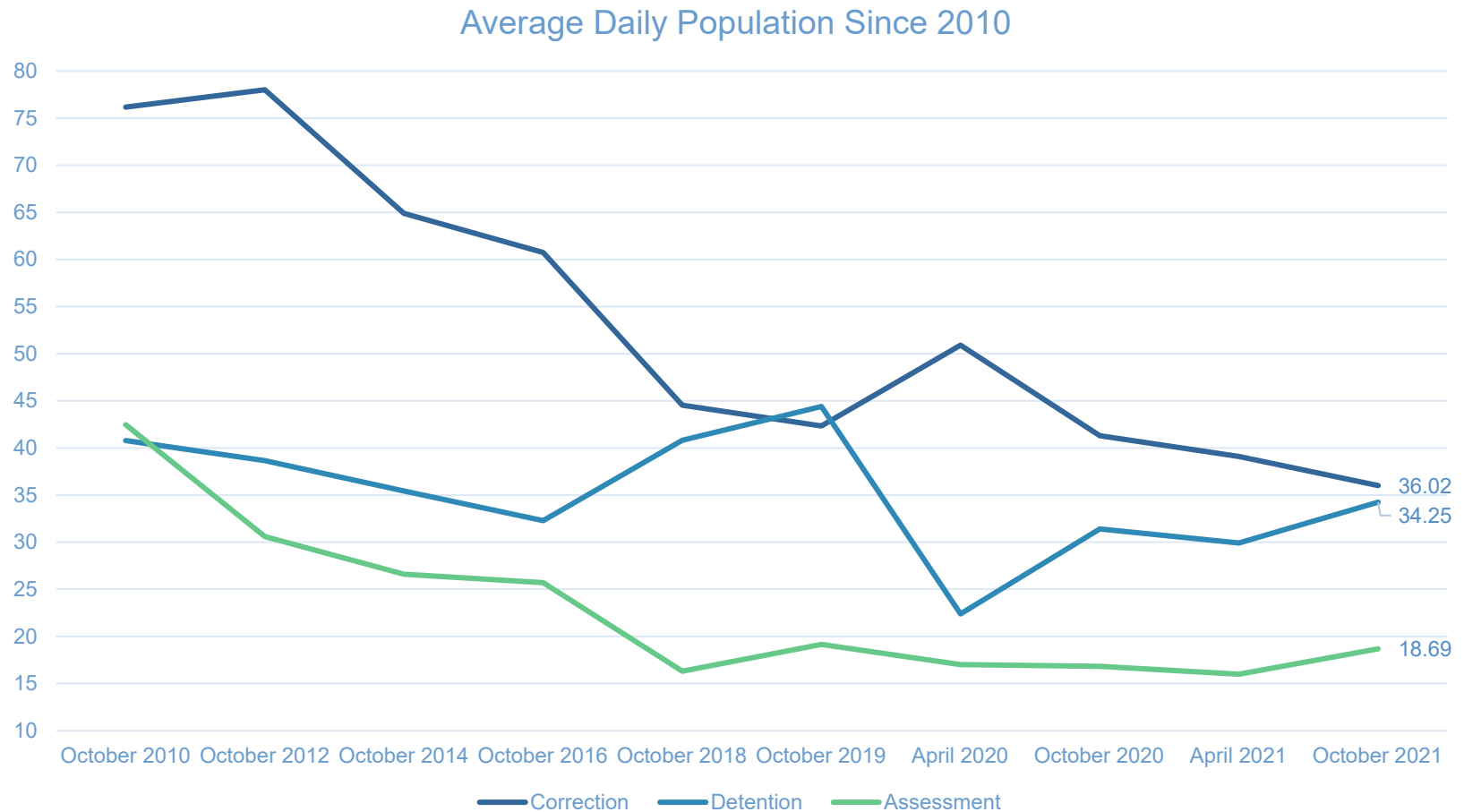
Subset of all facilities

Facility Population by Race





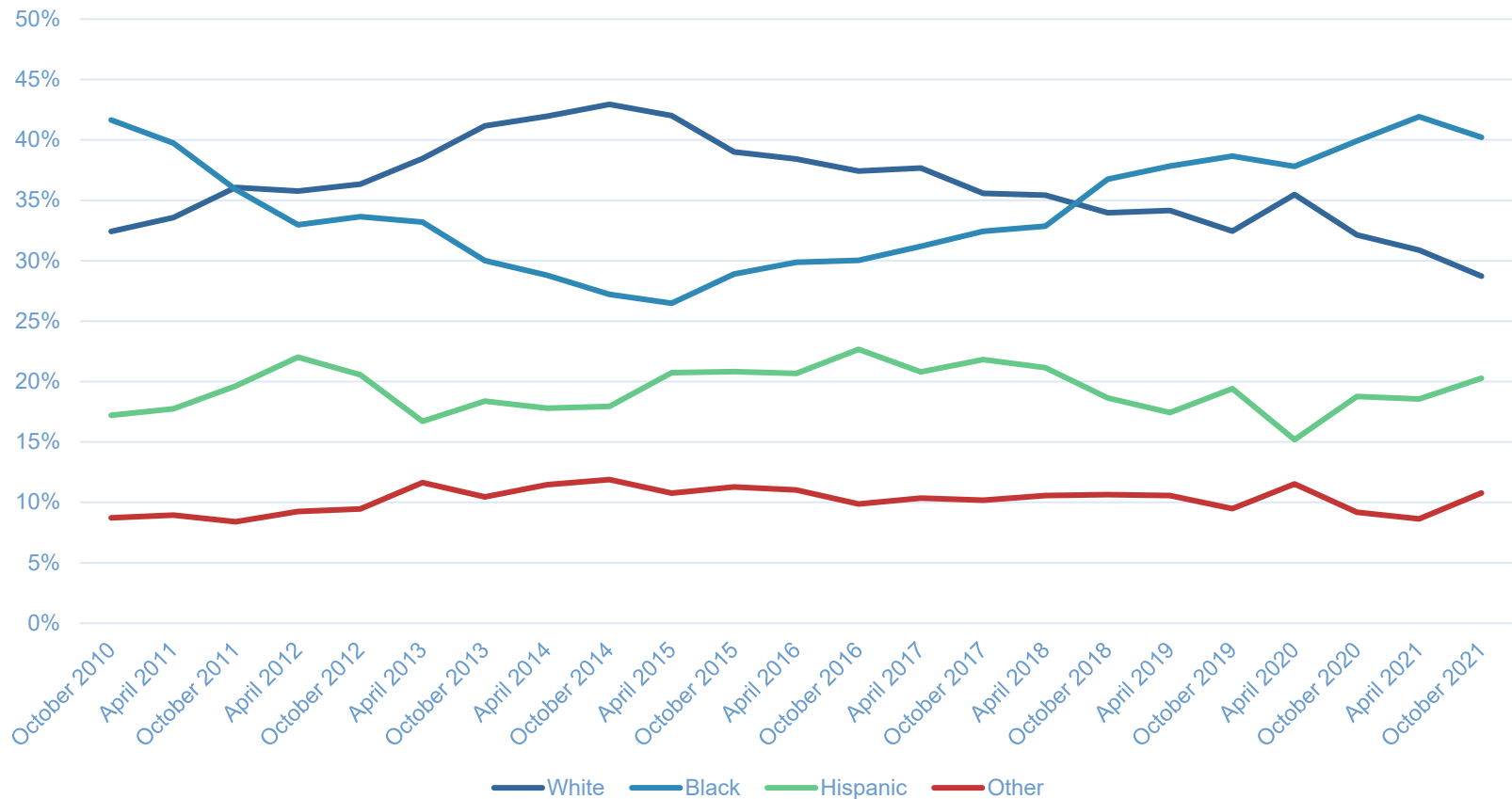
Quick, sharp drop in detention population; gradual in correction facilities





No impact on over-representation of young people of color

Fewer Young People in Facilities Has Not Impacted Disproportionality





Research Underway

- ***Examining Barriers to Educational Reentry.*** Julie Brancale, PhD, Assistant Professor, College of Criminology & Criminal Justice, 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, School of Criminal Justice and Criminology, 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, School of Criminal Justice, Michigan State University, and doctoral students Jen Paruk and Alyssa LaBerge.
- Two projects with Alyssa Mikytuck, PhD, Assistant Professor, Department of Psychology, Randolph-Macon College:
 - ***How, If at All, Do Staff Demographic Differences Predict Staff Handling of Behavioral Incidents and Staff Perceptions of Safety?*** Skylar Ackerson.
 - ***Family Visitation, Behavioral Incidents and Staff Safety: What Changed in the COVID-19 Era?*** Janelle De Guzman.



Education & Employment Foundation

[Our Story](#)[Our Work](#)[Our Impact](#)[Get Involved](#)

We Believe We Can Make a Difference

What we know for sure: if we don't do something differently for the young people who get tangled up in the juvenile justice system largely due to the disadvantages that they've faced, the cycles of violence, poverty, discrimination and homelessness will continue.

The good news is we know what to do. We just need your help.

Education and Employment Change Lives

For 25 years PbS has worked to ensure that youths who are placed in the care of juvenile justice agencies receive the education and treatment services they need to be successful when they leave. But as many as seven out of every 10 youths who leave a facility fail. What's the difference? The youths who succeed have been able to overcome the barriers they face to obtain education and employment. Research has consistently supported our experience.

In 2016, PbS began offering scholarships for youths to continue their post-secondary educations. We realized immediately the need is huge and that a little support goes a long way to turn around a young life. In 2017, we offered two additional financial awards to promote employment for youths while they were incarcerated and to ease their reentry to living independently.

Bridging the Gap to Turn Lives Around

In 2018, we got a call from a young man who had been helped by PbS' scholarship and employment matching awards. He wanted to say thank you and offered to assist us so more young people like him could be helped. The funding helped change his life course and made his dreams of a better life possible. His call was the spark we needed to take action. The PbS Education and Employment Foundation was established to provide the bridge to ensure more youths get the school and work experiences they need to turn their lives around.

The American dream says no matter where our lives start, we can better our economic and social situation. However that dream is unobtainable for youths who become involved in the juvenile justice system because they are blocked from college admissions and financial aid, from public housing and jobs. Join us in giving these youths a chance at the American dream. You will make a difference.

[PbS Foundation](#)[Our Story](#)

Follow us



PbS Education and Employment Foundation

EIN: 35-2226280

About Us

[Advisory Board](#)[Performance-based Standards \(PbS\)](#)[Brochure \(PDF\)](#)[Contact Us](#)



Creating HOPE

- Motivation to persevere toward a goal, even if skeptical a positive outcome is likely.
- Can-do attitude
- Belief we have a pathway to our desired outcomes





GNP: Gross National Happiness Index





Happiness Drive Success

- Sean Achor

- The Happy Secret to Better Work