



San Diego County Probation Department

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Adolfo Gonzales, Chief Probation Officer

January 30, 2020

Yvette Klepin
Juvenile Justice Commission Chair
2901 Meadow Lark Drive
San Diego, CA 92123

Response to the 2019 Juvenile Justice Commission (JJC) Facility Inspection Report for Urban Camp

Dear Ms. Klepin:

We are in receipt of the Juvenile Justice Commission 2019 Facility Inspection Report for Urban Camp. Below, please find the San Diego County Probation Department responses to the JJC Recommendations as it pertains to Urban Camp.

RECOMMENDATION A:

The Juvenile Justice Commission strongly encourages and recommends the Probation Department review, evaluate, and implement changes to OC use and de-escalation tactic practices to ensure the safety of youth and staff.

RESPONSE A:

The department has contracted with the Council of Juvenile Justice Administrators for an evaluation of our de-escalation and use of force practices. First actions include:

- **Town Halls:** Work with our employee organizations to host 6 town halls with custodial staff and representatives to seek input on custodial practices, policies, and facilities culture.
- **De-Escalation Techniques:** Evaluate the two (2) conflict de-escalation training programs recommended in the report (Mandt and Safe Crisis Management) and develop a plan to train all custodial officers in national best practices for conflict de-escalation and effective intervention tools.
- **Training:** All newly hired staffing completing the Juvenile Institutions Core academy have been receiving adolescent brain development, trauma-informed care, restorative practices, and implicit bias trainings ("enhanced trainings") since February 2018. Beginning in February 2020, all Urban Camp staff will receive "enhanced trainings" through San Diego State University Research Foundation. These trainings will be

completed by June 30, 2020. The Department will also finalize a training curriculum that is exclusive for youth officers (custodial and field) to begin implementation in Fiscal Year 2020-21.

- Youth First Names: All Urban Camp staff will begin communicating with youth by their given first names, in alignment with best practices.
- Youth Advisory Councils: Probation is piloting a Youth Advisory Council at East Mesa Juvenile Detention Facility to align with Georgetown University's Youth in Custody Practice Model. The Department will work with the Juvenile Justice Coordinating Council to evaluate progress with youth feedback and recommend expanding Youth Advisory Councils to all facilities in Fiscal Year 2020-21.
- Partner Juvenile Detention Sites: Probation staff and juvenile justice partners have visited model juvenile detention systems around the country that do not carry O.C. including Santa Clara County Probation Department, Department of Youth and Rehabilitative Services in Washington, D.C., and Missouri Division of Youth Services. The Probation Department will continue seeking out additional facilities to better understand how staff operate without OC.
- Volunteer Coordinator Consultant: The Probation Department will work with the Juvenile Justice Coordinating Council to add this resource in Fiscal Year 2020-21.

Skills, training and practices that reduce the need for officers to use force continue to be a high priority for the Probation Department. During this fiscal year we plan to expand our training in the areas of Implicit Bias, Adolescent Brain Development, Childhood Disorders, Trauma Informed Care and Restorative Practices.

RECOMMENDATION B:

The Juvenile Justice Commission recommends that entry and transfer routes be modified so that CSEC (Commercial Sexual Exploitation of Children) girls not be in any visual position to be seen or harassed by boys either at Urban Camp or at Kearny Mesa Juvenile Detention Facility who have been involved in CSEC offenses. The JJC inspection team believes that strict separation of CSEC victims and offenders is necessary.

RESPONSE B:

We are in the process of purchasing and installing privacy screens on all areas that currently allow line of sight between boys and girls at Urban Camp.

RECOMMENDATION C:

With the opening up of the kitchen after several years of non-use, there should be an end to the Sheriff's Department as the food supplier. Many of the youth continue to complain about the quality and quantity of the food. On the day of our inspection, the lunch meal consisted of frozen/reheated corndogs. Both the boys and girls should be able to serve or clean up at meal times in return for "kicks" (reduction in detention time).

RESPONSE C:

The Probation Department completed a procurement process and a new food service provider began serving youth in November of 2019. As part of the new food service contract the provider

is required to regularly survey youth on the quality and quantity of the food provided. Youth selected to participate in the Culinary Arts program or to help with other food service duties will be rewarded through the facility's behavior incentive system.

RECOMMENDATION D:

Anticipating the demolition and re-build of the Kearny Mesa complex, the Juvenile Justice Commission recommends that "dormitory-style" housing (instead of one-person cells with half doors) be constructed for Urban Camp (both boys and girls).

RESPONSE D:

In planning for the new facility, the Probation Department consulted with Georgetown University's Center for Juvenile Justice Reform and applied the national Youth in Custody Practice Model. This team recommended individual rooms because teenagers prefer to "have their own space" and the ability to customize it.

RECOMMENDATION E:

The Juvenile Justice Commission recommends a greater focus on Career Technical Education for both the boys and girls—computer/graphic arts, food certification, and horticulture (to replace the Camp Barrett programs which apparently have ended); culinary arts, fashion design, licensed practical nurse instruction for the girls are examples of programs which may not have been offered.

RESPONSE E:

All Career Technical Education programs offered at Camp Barrett were retained in the transition to the Urban Camp. Urban Camp offers Graphic Arts, Information Communication Technologies (students receive an industry recognized certificate for typing), Horticulture, Culinary Arts (Food Handling/ServeSafe), Fire Science (industry recognized wildland fire Certificates) and Work Readiness. These programs have been in place since the transition in 2018. We are working to resume the coffee cart and barista training component of Culinary Arts in the coming months.

Currently, Graphic Arts, Information Communication Technologies, and Horticulture are offered to the girls. We would like to expand some of the programs that originated at Camp Barrett to serve the girls population as well, beginning with the Culinary Arts program. The Probation Department and our partners note the Commission's interest in seeing several other types of Career Technical Education offered.

RECOMMENDATION F:

For both boys and girls, the Juvenile Justice Commission recommends proactive mental health screening and programming to supplement reactive responses by the STAT team.

The Juvenile Justice Commission seeks information from Behavioral Health Services about the types of diagnoses and the frequency of service to Urban Camp youth.

The Juvenile Justice Commission believes that the California Forensic Medical Group (CFMG) is no longer providing mental health services—have County-employed psychologists replaced that group?

RESPONSE F:

The STAT characterizes their services as pro-active rather than reactive. Page seven, section D of the San Diego County Juvenile Justice Commission Supplemental Questions for Behavioral Health Services 2019 report states, “Therapeutic services provided include individual psychotherapy, group psychotherapy, family therapy, individual and group rehabilitation, psychoeducation, medication assessment and management, a variety of assessments such as Behavioral Health Assessments, restoration of competency to stand trial, JFAST Evaluation, mental competency evaluations. In addition, there is significant collateral work with probation staff, medical clinic staff, family members, teachers, attorneys, substance abuse counselors, multidisciplinary treatment team meetings, and community-based providers.”

STAT provides ongoing, therapeutic and medication services to youth in custody. There are a variety of screenings that take place with youth as they come into custody, such as the MAYSI, the Columbia, and an in-person assessment (which includes psychiatric info) from a nurse. BHS also does a thorough psychiatric and MH assessment on youth that long-term services are provided to.

In FY 2017-18, the STAT Team served a total of 1,137 unduplicated clients in the various detention facilities. In FY 2017-18, 1,051 (92.4%) of STAT team clients had one or more identified psychiatric diagnoses; the remaining (usually those who were seen very briefly) had not been formally diagnosed. In terms of percentages, the “avg daily pop with psych diagnosis at facility” is not tracked. However, a point-in-time count (03/15/19) shows that 234 of the 332 youth (70%) in all detention facilities were receiving services from the STAT-Team, all of whom would have some type of psychiatric diagnosis.

CFMG provided services related to physical health and did not provide mental health services. CFMG merged with WellPath and WellPath continues to provide physical health services only. BHS and STAT provide services related to mental health and employ Psychologists, Psychiatrists, Psychiatric Nurses, Social Workers, and LMHC child therapists.

RECOMMENDATION G:

Regarding Thursday afternoon (when teachers have staff development) and night and weekend programming, there should be more structured and more organized offerings which might be related to drug/alcohol use, prevention of recidivism after release, and LGBTQ awareness/identification. Nights and weekends would be excellent opportunities to bring in community agencies/volunteers.

RESPONSE G:

Thursday afternoons are one of the busiest times of the week for youth programming. Taking advantage of the school’s development period, the schedule includes Work Readiness, Graphic Arts, Information Technology, Anger Replacement Training, Character Traits, and Substance Use Disorder groups. Scheduling programming during the evening hours can be a challenge as we must also accommodate several Title 15 mandated activities such as a minimum of one hour of large muscle activity and one hour of unscheduled activities as well as dinner and showers.

However, we are able to deliver Work Readiness and Career Technical Education groups in the evening, running as late as 7:30 PM, four nights a week.

RECOMMENDATION H:

Career technical programs previously focusing on one gender (fire science, graphic design, culinary arts for boys) should be available for all youth. Likewise, programs such as visual arts, horticulture, practical nursing for girls should be available for all youth. In other words, gender inclusive programming should be emphasized for all youth to gain real-life skills.

RESPONSE H:

As we continue to merge the existing boys' and girls' programs, we anticipate that career technical education programs will become more universally available. Currently, girls have access to most of the career technical programs. We are working with the San Diego Office of Education to expand and enhance programming for girls and boys.

RECOMMENDATION I:

The Juvenile Justice Commission recommends that there should be more programs that the youth can gain real-life social skills to use in their communities upon release. Perhaps performance-based workshops dealing with peer-pressure and trauma triggers to help gain interpersonal and intrapersonal social skills in order to further prevent recidivism.

RESPONSE I:

The Probation Department concurs with this recommendation as performance-based workshops dealing with peer-pressure and trauma triggers are excellent concepts. The Department is consistently evaluating cognitive, evidence-based programs for the youth and seeking qualified providers.

RECOMMENDATION J:

Regarding the groupings (Ascent, Summit, Base Camp for boys and 3 teams for girls), Urban Camp has the opportunity to have a mixture in the same classroom. The Juvenile Justice Commission recommends that the Office of Education should work toward the goal, at least in some instances, of coeducation (certain boys and girls grouped together)— especially horticulture and culinary arts.

RESPONSE J:

The Urban Camp staff will evaluate empirical research and consult with technical experts regarding the possibility of a co-educational program.

RECOMMENDATION K:

Regarding an answer (on original Page 18 of the worksheets) that “no one is deemed in need of Occupational Therapy, therefore none was provided”), the Juvenile Justice Commission recommends that either the Office of Education or Behavioral Health Services have someone available for Occupational Therapy screening and instruction.

RESPONSE K:

This past year no student required occupational therapy. The IEP Committee did not request nor did any district state that a student required occupational therapy. Should a student have an IEP which states a need for OT, JCCS would contact the South Bay Special Education Local Plan Area (SELPA) who would assign an occupational therapist to the student while he or she is enrolled in our school.

RECOMMENDATION L:

Regarding the answer that there is no TRU unit (Trauma Recovery/Rehabilitation Unit) for Urban Camp and none planned, the Juvenile Justice Commission believes that this program is working well, and we recommend that a TRU unit be established for the boys at Urban Camp.

RESPONSE L:

The Urban Camp operates three male dorms. While the Camp is not staffed and does not have space for an additional dorm, TRU unit concepts and procedures are consistently reviewed by UC leadership for implementation in the Urban Camp. The Probation Dept has ATS T4 training occurring in November 2019 that will provide additional training to officers to support ongoing development of trauma responsive protocol for youth in Urban Camp.

RECOMMENDATION M:

The Juvenile Justice Commission recommends that the Probation Department insert in future worksheets a short summary of appropriate Manual sections in addition to the citation to a particular policy (such as Policy section 5.4.5.2 regarding LGBTQI). We don't believe that there are any privacy concerns in summarizing any Manual provisions.

RESPONSE M:

The Probation Department agrees with this recommendation and will implement summaries in future submissions.

RECOMMENDATION N:

The Juvenile Justice Commission recommends the Probation Department review medical services (in particular “med pass”) to ensure youth obtain their medications in a timely manner.

RESPONSE N:

Probation Department and its contracted medical services provider are committed to the timely administration of scheduled medications. Recently, the contracted medical services provider has enhanced juvenile detention facilities clinics with an additional 28 hours of evening coverage. The contracted medical services provider routinely reconciles youth's medications and tracks and evaluates the number of medications administered on a monthly basis in order to ensure, among other measures, timely administration of medications. The Department carries out quality assurance reviews for all contracted services.

RECOMMENDATION O:

The Juvenile Justice Commission strongly recommends the Probation Department review and update their policies and procedures to ensure practice and policy are in line with one another.

RESPONSE O:

The Probation Department has procured technical assistance from LexiPol to update our policies and procedures for Institutional Services. Revisions are in progress and we anticipate that updated policies and procedures will be issued throughout 2020.

RECOMMENDATION P:

The Juvenile Justice Commission recommends the Probation Department continue their hiring, training and retention efforts to ensure the safety of youth.

RESPONSE P:

The Probation Department agrees with this recommendation. The Department has hired 116 new Correctional Deputy Probation Officers since April of 2018 and anticipates additional hiring in the coming months. To promote safety and wellness, the Department is creating a pipeline to ensure the Department remains fully staffed in our Institutions throughout the year. The Department anticipates holding three Juvenile Institutions (J.I.) Core academies annually to fill vacancies promptly, enabling the Department to provide positive engagement and rehabilitative programming.

RECOMMENDATION Q:

The Juvenile Justice Commission recommends the Probation Department train staff in report documentation in order for staff to present a clear understanding of what occurs during an incident.

RESPONSE Q:

The Probation Department agrees with this recommendation and will continue to provide training to staff to clarify report expectations.

Thank you for this opportunity to respond to the Juvenile Justice Commission 2019 Facility Inspection Report for Urban Camp.

Very respectfully,

ADOLFO GONZALES
CHIEF PROBATION OFFICER
SAN DIEGO COUNTY PROBATION DEPARTMENT

CC: Ruben Leyva, Assistant Chief Probation Officer
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