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| **JDAI Hampden County Committee Work Plan 2022** |
| **Goal 1: Reduce the number of low-risk youth entering DYS detention** |
| **What are the results we want to achieve?** | **What activities will get us to those results?** | **What is the baseline data? What data sources are we using/do we need?** | **How will success be measured? (What are the positive youth outcomes associated with the goal?)** | **What challenges might we anticipate to getting results?** | **Timeframe** |
| **Further identify and implement vision for Restorative Justice (RJ)/Mediation work** | Continue RJ/Mediation Subcommittee meetings and development wherein the subcommittee will:* Engage the community through listening sessions
* Continue to research and identify community-based partners to house RJ work

Create RJ training curriculum | Holyoke Juvenile Court (HJC) harassment petition data and future data of resolutions through RJ/mediation intervention | Measuring pre-court involvement resolutions via RJ intervention | Getting community buy-inLocating appropriate community-based partnerIdentifying and getting buy-in from multiple referral sourcesIdentifying funding | Within first 3-months:* Research Restorative Justice (RJ) models and best practice

Within 3-6 months:* Engage the community through listening sessions
* Research and identify community-based partners to house RJ work

Within 6-12 months:Create RJ training curriculum |
| **Further develop and implement Holyoke Public School (HPS) diversion pilot effort to maximize student attendance and prosocial indicators, thereby decreasing the number of DCF and court-involved youth and families in Holyoke** | Continue Education Subcommittee meetings wherein the subcommittee will:* Further develop a streamlined network of providers (other than DCF “Intercept Program” or a broad “Sequential Intercept Mapping” project); to provide clinical support or prosocial activities and mentorship for HPS youth and families
* Educate HPS community on the benefits of and choices they have within these diversion efforts
* Implement this pilot in the HPS community
* Engage in an ongoing process of critically reviewing data to measure efficacy
 | The Education Subcommittee will track meetings by outcome and resources utilized. Thereafter, they will report pilot statistics to the larger JDAI Hampden County Committee, which will assess efficacy and potential need to foster further organizational/community connections. | Improved community education and trustViable resource to continue combating School-to-Prison Pipeline and assist youth and families in avoiding chronic court involvement Assist in preventing future delinquent behaviorReassurance for families that proactive engagement may mitigate involvement by the Department of Children and Families (DCF), including a change in custody. | Lack of cross systems collaboration | Within first 3-months:* Make edits/further develop network and work plan to implement pilot effort
* Identify key stakeholders

Within 3-6 months:* Educate HPS community on benefits of and options within diversion efforts
* Implement pilot in HPS community

Within 6-12 months:* Engage in an ongoing process of critically reviewing data to measure efficacy
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| **Goal 2: Reduce the length of stay of youth in detention** |
| **What are the results we want to achieve?** | **What activities will get us to those results?** | **What is the baseline data? What data sources are we using/do we need?** | **How will success be measured? (What are the positive youth outcomes associated with the goal?)** | **What challenges might we anticipate to getting results?** | **Timeframe** |
| **Brainstorm advocacy measures and potential programming for Average Length of Stay (ALOS)** | Critically examine the level and type of DCF involvement for trends Identify any points of interventionHave a conversation with the Bail Fund and promote community education around fund availability and other resources | DYS Detention Admissions data (2021 through November) on ALOS indicated that:* The median ALOS is **69.4 days** and **78.2 days** for Dually Involved Youth (DIY)
 | Less ALOS for youthMore collaboration amongst system actorsPotential referral to services before DCF custody and/or court involvementExpanded resource network | Challenges with information sharing across child serving agencies | Ongoing process of reviewing, collecting, and reporting out data |
| **Goal 3: Reduce ethnic and racial disparity for youth in the juvenile justice system** |
| **What are the results we want to achieve?** | **What activities will get us to those results?** | **What is the baseline data? What data sources are we using/do we need?** | **How will success be measured? (What are the positive youth outcomes associated with the goal?)** | **What challenges might we anticipate to getting results?** | **Timeframe** |
| **Continue to assist with Hampden County Child Welfare Mapping (recently renamed “Upstream”) work in collaboration with the Executive Office of the Trial Court** | Assist with next steps in Upstream plan Attend quarterly meetingsReport progress at larger county committee meetings | DYS Detention Admissions data (2021 through November) on Race/Ethnicity indicated that:* **46.1%** of youth identified as Hispanic/Latinx
* **22.4%** of youth identified as Black/African-American
* **5.3%** of youth identified as Multiracial
* **3.9%** of youth identified as Asian
* **1.3%** of youth identified as American Indian or Alaska Native
* **17.1%** of youth identified as White

*\*This data indicates that Youth of Color made up* ***79%*** *of the total population.* | Expanded county resource networkInformation sharing and collaboration  |  N/A | Within first 3 months:* Start attending quarterly meetings

Within 3-12 months:* Become reengaged in being an active part of the conversation
* Center JDAI race equity knowledge and resources in the implementation process of the “Upstream” plan
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| **Further identify and implement vision for Transformative/Credible Messenger (CM) Mentoring to positively affect the lives of justice involved young people who are, would be, or would cycle in and out of the system.** | With the help of our capacity building team, Mass Mentoring Partners (MMP), we will work to finalize the Transformative/CM Mentoring Work Plan thus, identifying the overall vision, model, and plan for implementationHost focus groups or listening sessions with community stakeholders around the benefits and efficacy of this programming* Engage identified network of systems leaders, community-based agencies, and grassroots organizations in these conversations
* Potentially gain their interest in housing the work
 | In **Washington D.C.**, the [Credible Messenger Initiative](https://dyrs.dc.gov/page/credible-messenger-initiative) at the Department of Youth Rehabilitation Services aims to connect all young people in their care to healthy homes and supportive communities, and to provide preventative supports to all youth in D.C.The Office of Neighborhood Safety in **Richmond, CA** invested in Credible Messenger mentoring as a strategy to reduce gun violence and improve life outcomes for high-risk youth.[Project Kinship](http://projectkinship.org/) in **Orange County, CA**, trains directly impacted individuals as Community Intervention Workers.Multiple system and community stakeholders in **Los Angeles** work with [Professional Community Intervention Training Institute](http://www.pciti.net/) to deploy Credible Messengers not only for violence intervention, but for broader peacemaking and community building efforts.In the **United Kingdom**, a [study of their A Peer Advice Model](http://site.stgilestrust.org.uk/project/uploads/user_files/files/Walking%20the%20talk%20-%20the%20benefits%20of%20Peer%20Advice%20full%20report.pdf) concluded that it delivered at least £5 in public benefits for every £1 invested in the service.[Evaluation by Urban Institute of: Arches, AIM, NYC Justice Corps](https://www.urban.org/sites/default/files/publication/100309/considerations_for_justice-involved_youth_programming_1.pdf) | Finalized work plan ready for implementationImplementation of intensive, hyper-local, approach to mentorship that capitalizes on the lived experiences of community members to reach and support youth who have been left behind by traditional systems.Deeper understanding of Transformative/CM Mentoring and effectiveness for Youth of ColorWestern MA community agency owns the modelPotential system champions identifiedAnother viable resource to combat School-to-Prison Pipeline | Lack of cross systems collaborationInability to find community-based agency to house the work | Within first 3 months:* Finalize Work Plan

Within 3-6 months:* Host focus groups or listening sessions with community stakeholders around the benefits and efficacy of this programming
* Engage with network of systems leaders, community-based agencies, and grassroots organizations in these conversations to gain their interest in housing the work
* Gather feedback and data through listening sessions and share out at larger county meetings

Within 6-12 months:* Once an agency is identified, start implementing training and Transformative/CM Mentorship programming
* Engage in an ongoing process of reviewing, collecting, and reporting out data to evaluate efficacy
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| **Goal 4: Replicate JDAI with fidelity at the local level** |
| **What are the results we want to achieve?** | **What activities will get us to those results?** | **What is the baseline data? What data sources are we using/do we need?** | **How will success be measured? (What are the positive youth outcomes associated with the goal?)** | **What challenges might we anticipate to getting results?** | **Timeframe** |
| **Increase the level of county committee engagement** | Conduct quality assurance measures (i.e. surveys, etc.)Identify stakeholders who are no longer in attendance and pinpoint barriers to participation* Engage with new community partners
* Recruit from a whole county approach versus remaining Holyoke specific
 | Compare previous Hampden County Committee attendance to current attendanceCompare Hampden County Committee attendance to other JDAI County Committees | With increased stakeholder participation and collaboration throughout the county, we will ultimately see more opportunities for positive youth outcomes | Lack of cross systems collaboration | Ongoing process of reviewing survey data and identifying and reengaging participants |

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