

Youth Services Center

2022 Annual Training Report

1. Documented Training Hours

- Administrative personnel – 4,880 hours
- Supervisory personnel – 5,260 hours
- Juvenile Detention officers – 17,484 hours
- Contractual personnel – 2,160

2. Training in 2022 (January 1st – August 31st):

Administrative Trainings

- Mission and Philosophy
- Purpose of Detention
- Overview of Jail Standards
- Employee Handbook
- Administrative Handbook
- Worker Compensation procedures
- County Bulletins; Worker Compensation, Drug and Alcohol, Harassment, Infectious Disease Control, Internet and Email Usage, Electronic Devices
- Lancaster County Blood Borne Pathogen Exposure Plan
- Mandatory Reporting
- Chain of Command
- Public Relations
- Interpreter Services
- Language Line service
- Oracle
- Inventory Control
- Inspections
- Employee Investigations and Discipline – County

Professional Development Trainings

- Impact of Brain Injury – Justice Involved Youth
- Cultural awareness
- YSC Data Collection Outcomes
- Critical Incident Report procedures
- After-Actions Report procedures
- Multidisciplinary teams
- Written Communication and report writing
- Family Engagement: Using Mindfulness, Positive Role Modeling and Self-awareness to Promote Harmony and Growth
- Finger and palm printing
- Crucial Conversations: Providing Honest Feedback to Employees
- Defining Leadership; what does it mean to you, why are you a leader and what is it supposed to look like

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- Ethics in Juvenile Justice Overview – Corrections One Academy
 - Cultural Awareness and Diversity Overview – Corrections One Academy
 - Leadership Academy
 - Onsite visits with Alameda County Juvenile Center
 - Onsite visits with the Department of Youth Services Southeast Region facility
 - American Correctional Association Winter Conference
 - American Correctional Association Summer Conference

Specialized Trainings

- Room Confinement – complying with State law, YSC procedures and documentation requirements
- Video court
- Zoom
- PBT – preliminary breath testing for alcohol
- PREA – Prison Rape Elimination Act - Overview – Corrections One Academy
- Crash bag procedures
- Court transportation
- Buccal Swab DNA Collection
- Budgeting, Planning and Forecasting: 2022 Research Study Insights
- Emergency Response and Pandemic Planning – CJA
- Fingerprinting and Palm printing procedures with Lincoln Police Department
- Bullying prevention
- Juvenile Detention Supervisor agency post orders

Medical – Mental Health Trainings

- Medical Screening upon Admissions
- Suicide Risk Inventory
- Attempted Suicide and Death
- Mental Health Services
- Basic Medical Care
- Medication Administration
- Pharmaceuticals
- Emergency Medical Care
- CPR/AED/First Aid
- Medical Screening upon Admissions
- Special Management – medical isolation
- COVID screening tool
- CJIS Referral screen
- CJIS SRI screen

Safety and Security Trainings

- Emergency Key procedures
- Emergency Door Release procedures
- Mechanical Restraints
- Restraint Chair
- Emergency Fire
- Severe Weather
- Evacuation and Shelter
- Transportation of Residents
- Pat and Metal Detector searches

- Emergency drills

Behavior Management Trainings

- Positive Behavior Support Interventions:
- Overview of PBIS and our acronym S.O.A.R. and shaping of a new way of managing behavior.
- S.O.A.R. (Seize the day, Own your actions, Act respectfully, Reach out with Kindness)
- Supportive Behavior Management
- Positive Behavior Intervention Support
- Use of Force Continuum
- Handle with Care
- Threat Pattern Recognition
- Situational Awareness
- Cognitive Behavioral Interventions – Corrections One Academy

3. The development of an FTO program continues to be an ongoing process.

- The following post checklists have been created:
 1. Food service staff
 2. Central control staff
 3. Transport staff
 4. Supervisor assigned to conducting shift briefing
 5. JDO assigned as an escort staff*
 6. JDO assigned as a pod staff*
- Checklists* for an escort and pod staff have been implemented. The feedback from new hires and the staff assigned to the new hire has been positive. Overall, the checklists address the main areas of a post and identifying areas for the new hire to apply their training with supervision (documentation on CJIS, leading a community meeting, securing and un-securing cell doors, etc.) I. checklists cover the main areas that a staff need to know.
- Policy and procedures are forth coming.

4. A total of twenty-four orientations and initial trainings completed.

- (1) Juvenile Detention Supervisor (JDS)
- (5) FT Juvenile Detention Officers (JDO)
- (4) On-call Juvenile Detention Officers (JDO)
- (3) Custodial staff (contractual)
- (1) Mental Health staff (contractual)
- (5) Medical staff (contractual)
- (5) Lincoln Public Schools staff (contractual)

5. Mini-informational sessions held.

- July – Employee Investigations and Discipline was presented by Ashley Bohnet, Deputy Lancaster County Attorney. The training was for the administrative and supervisory team. Takeaways from the training were:
 - Define misconduct
 - How to determine the nature and scope the misconduct and determine the scope of investigation.

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- Do's and Don't's when confronting the accused
 - Discussion involving two significant court cases that center around misconduct and discipline; N.L.R.B. v. J. Weingarten, Inc., 420 U.S. 251 (1975) and Garrity v. New Jersey, 385 U.S. 493 (1967)
 - What to provide in a final report for the agency decision-makers.
 - Lancaster County Formal Discipline Process
 - Lancaster County Appeals process.

- August - The Impact of Brain Injury on Justice-Involved Youth was presented by Peggy Reisher the Executive Director of the Brain Injury Alliance of Nebraska. YSC direct care staff, supervisors and contractual staff attended. Takeaways from the training were:
 - 70 – 80% of YSC youth screen positive for brain injury
 - 90% of TBI patients experience 1 or more visual dysfunctions
 - A TBI can affect ones physical and social – emotional well-being
 - There is an intersection of criminogenic risks and brain injury. Example: a justice involved youth with a TBI is 95.2% likely for substance use verses 7% of the general population of youth and 60.3% likely to have experienced childhood trauma verses 10% of the general population of youth.
 - Strategies for success when working with a youth with a TBI. Example: Short Term Memory Loss; Can't remember more than one thing at a time; Strategy stick to a routine as much as possible.
 - An important side note: BIA has partnered with the Pathfinder program (LPS at YSC) to screen all YSC youth for a TBI.

6. Professional development and Training trips.

- January – With support from Director Wesley, three administrator, two juvenile detention officers, joined the Director in attending the American Correctional Association 2022 Winter Conference in Phoenix, AZ In addition to networking, the group attended trainings such as:
 - Alternative to Restrictive Housing; Reducing the Use of Restrictive Housing While Maintaining Safety and Security
 - Assessing and Improving Staff Wellness Programs: Resources for Your Agency's Most Important Assets
 - Behavioral Intervention in a Correctional Setting
 - Correctional Litigation 101
 - De-escalation Techniques in Corrections
 - Effective Supervision: Changing Lives vs. Checking Boxes
 - Facility-Wide Positive Behavior Interventions and Supports to Address the Whole-Youth and Climate in Juvenile Facilities
 - It is Time to Think Differently – A Multi-Disciplinary Approach to Suicides at the Texas Department of Criminal Justice
 - PREA and LGBTI Community: Are You Keeping Your Inmates/Residents Safe?
 - Safe, Effective, and Respectful Management of Transgender Individuals
 - The Leader's Role in Creating Collaborative, Innovative, and Learning Teams
 - The Millennial Workforce in Corrections
 - The Science of Self-Injury: Strategies for Prevention and Management of Self-Injurious Behavior.

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- March – 11 YSC supervisors were trained by the Lancaster County Jail on the mechanical restraint chair. JDO mechanical restraint chair training continues to be held.

 - April – With the support from CJJA, the Director, two administrators and two juvenile detention officers visited the Department of Youth Services Southeast Region facility in Massachusetts. In a day, the team had the opportunity to:
 - Tour the facilities three different residential programs and learned about their specific function.
 - Participated in roundtable discussions about youth programming, job readiness, wrap around services, family engagement, positive behavior intervention support, dialectic behavior therapy, and alternatives to room confinement.
 - Participated in a youth led programming group. Topic was on one of the DBT (dialectic behavior therapy concepts). The youth had to create an activity to teach the lessons topic which was Radical Acceptance. This was one of my favorite moments.
 - Toured and visited with a youth involved with the screen-printing program the facility has for youth. The program fulfills orders all over the country. A portion of the money goes back into the program, but the majority goes towards youth wages. This was my second favorite moment.
 - Toured and visited with a youth involved with using the sound room created by staff and youth for the use to create music and rhymes.

 - April, May, and June –The agency resumed providing transportation to courts in July. All staff members that provide direct care of youth received refresher training on agency transportation policies, mechanical restraint procedures, pat and metal detector searches, and a tour of the Hall of Justice.
 - This was not an easy task and could not be done by one or two staff. This was an entire team effort and was a great example of how the YSC team / community can pull together to get things done.

 - July – With the support from Director Wesley, two administrators and the Director joined in the City/County efforts of working towards achieving racial equity and inclusion in our work communities and beyond.
 - The program we are participating in is called G.A.R.E. which stands for Government Alliance on Racial Equity.
 - Monthly we will come together with other City/County members to explore and celebrate our differences through activities and sometimes conversations that are necessary but not always comfortable.

 - August – With support from Director Wesley, one administrator and two team leaders joined the County Leadership Academy for the enhancement of their management and leadership development. Training throughout the year will include:
 - Leading with Emotional Intelligence
 - Ethical Decision Making
 - Leading through Change
 - Managing Generations

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- August – With support from Director Wesley, one administrator, one supervisor, two juvenile detention officers, joined the Director in attending the American Correctional Association 2022 Summer Conference in New Orleans, LA. In addition to networking, the group attended trainings such as:
 - Building Multi-Disciplinary Teams
 - Expanding the Juvenile Separation Continuum Through the Lens of Adolescent Development
 - Implementing Behavioral Intervention: Emphasizing Effective Interpersonal Communication and De-escalation Skills to Increase Safety and Compliance.
 - It Is Time to Think Differently: A Multi-Disciplinary Approach to Suicides at the Texas Department of Criminal Justice
 - Media Relations and Addressing Correctional Issues
 - The Millennial Workforce in Corrections
 - Modern Transgender Policies: Gender Neutral Commissary
 - Restorative Justice, Facilitated Dialogue, and the Circle Process
 - Strategies for Investigative Units in a Correctional Environment to Combat Contraband Introduction
 - Transforming Team Communication: The Five Voices
 - Transforming U: An Innovative Approach to Improving Workplace Wellness
 - Wellness in a Confined Setting Area
 - What is Your Role? An Integrative, Multidisciplinary Approach to Provision of Services in Corrections
 - Winning Mindset in Corrections

 - August – With the support from CJA, the Director, one administrator, one supervisor and three juvenile detention officers visited the Alameda County Juvenile Justice Center in California. In a day the following was accomplished:
 - Touring the facility which held 345 beds within 12 units and Juvenile court, probation, and a Transition Center
 - We attended training sessions on Positive Behavior Intervention Supports, Separation of Youth - Room Confinement, a Youth Discipline Process, APDS Tablets (tablet devices used by youth to access a programming platform).
 - Roundtable discussion centered around staffing levels, the challenges in shifting the culture from a punitive approach to a positive approach which involves developing relationships and PBIS.
 - The Transition Center presentation may have been the most impressive part of the day. They exist to support youth getting ready to transition back into the community. They bridge the gap between youth, families and the services needed to put them in the best position for success. Example: set up counseling or doctor appointments, provide gift cards for Ubers, gift cards for groceries, etc. They shared that they have a line item of \$1 million dollars solely for the purpose of purchasing gift cards. They explained that services begin at the point of booking. The youth and family come together with agency staff to create a plan for while in the facility and for release. Short and long terms goals are developed and modified along the way. I was left wondering what the transition services are for our youth are.