County of Santa Cruz



JUVENILE JUSTICE AND DELINQUENCY PREVENTION COMMISSION MINUTES

Thursday, February 8, 2024 6:00 p.m. – 7:30 p.m. Regular Meeting

Probation Offices 303 Water St., 2nd Floor Santa Cruz, CA 95060

I. CALL TO ORDER/ROLL CALL: Meeting called to order at 6:01 p.m.

Present: Beverly Brook, Cynthia Druley, David Brody (arrived at 6:26 p.m.), Deutron

Kebebew, Elaine Johnson, Jasmine Najera, Maria Rodriguez

Absent: Elias Gonzales (Excused), Reyna Ruiz (Excused)

Ex Officio: Judge Jerry Vinluan

Staff: Gerardo Leon Garcia

Probation: Fernando Giraldo, Valerie Thompson

II. CONSENT AGENDA: Commissioner Johnson moved to approve the Consent Agenda (Approval of Agenda and Approval of Minutes from January 11, 2024); Vice-Chair Brook seconded.

Motion Passed

Aye: Brook, Druley, Kebebew, Johnson, Najera, Rodriguez

No: None Abstention:

*Brody not present at time of vote

- III. PUBLIC COMMUNICATIONS: Tony Guadarrama from MENtors, Donnie Veal from Rising Scholars, and Hillary Gayheart from the Office of Youth and Community Restoration (OYCR) introduced themselves.
- IV. ANNOUNCEMENTS (Including items via email on file): Commissioner Rodriguez shared that Community Action Board (CAB) and Annie E. Casey Foundation will hold a webinar on Thursday, February 22nd from 2:00 p.m. 3:00 p.m. See attached flyer.

The County of Santa Cruz does not discriminate on the basis of disability, as no person shall, by reason of a disability, be denied the benefits of its services, programs, or activities. If you are a person with a disability, including a communication disability, and require special assistance in order to participate in the meeting or need language service assistance, please contact the Santa Cruz County Probation Department at (831) 454-3105 (TDD: call 711) at least 72 hours in advance of the meeting in order to make arrangements. Persons with disabilities may request a copy of the agenda in an alternate format.

Juvenile Justice Delinquency Prevention Commission Minutes February 8, 2024 Page 2

Commissioner Kebebew shared information and invited the Commission to take the Comprehensive Prevention Plan: Training Support Survey and to attend the Fatherhood Engagement: Bias, Barriers, and Best Practices Workshop. See attachments.

Chair Druley shared that she attended CASA's 20th Annual For the Love of Children Luncheon, and that it was a great event.

V. MONTHLY STATISTICAL INFORMATION FROM PROBATION/JUVENILE HALL (ATTACHMENTS Accept and File): Accepted and filed.

VI. INFORMATION ITEMS:

- 1. March 23 Retreat Update The Retreat will be from 10:00 a.m. 4:00 p.m., location is still TBD. Commissioner Najera shared that the Commission will receive donations from a few Supervisors, MENtors, and PVPSA to pay for the facilitator and Retreat. The Commission is deciding between two facilitators.
- 2. Commission Officer Elections in April Chair Druley made a quick reminder to the Commissioners regarding the officer descriptions and that voting will take place in April.
- 3. Ruby Marquez, Chief Asst. County Counsel: Proposed County Ordinance 2.48 Overview Please see attached PowerPoint.
- 4. Fernando Giraldo, Chief Probation Officer: Bylaws input Chief Giraldo shared his input and concern with a section of the JJDPC Bylaws; it was a productive and positive discussion.
- VII. GUEST AGENCY: Assistant Chief Probation Officer Valerie Thompson: Probation Department's Strategic Plan Please see attachment.
- VIII. ADJOURNMENT: Meeting adjourned at 7:33 p.m.

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County of Santa Cruz



JUVENILE JUSTICE AND DELINQUENCY PREVENTION COMMISSION AGENDA

Thursday, February 8, 2024 6:00 p.m. – 7:30 p.m. Regular Meeting

Probation Offices 303 Water St., 2nd Floor Santa Cruz, CA 95060

For questions regarding the meeting process, please contact Gerardo Leon, staff for the JJDPC, at 831-454-3105 or PRB1150@santacruzcounty.us

- I. CALL TO ORDER/ROLL CALL:
- II. CONSENT AGENDA:Approval of AgendaApproval of Minutes from January 11, 2024
- III. PUBLIC COMMUNICATIONS: Any member of the public will be allowed a maximum of 3 minutes each to address the Commission on any item listed on today's Agenda and/or any other topic within the scope of the responsibility of the Commission. If the issue or matter is not listed on today's agenda, Commissioners will not take actions or respond immediately to any public comment, but may follow up later, either individually or at a subsequent meeting.
- IV. ANNOUNCEMENTS (Including items via email on file):
- V. MONTHLY STATISTICAL INFORMATION FROM PROBATION/JUVENILE HALL (ATTACHMENTS Accept and File):
- VI. INFORMATION ITEMS:
 - 1. March 23 Retreat Update.
 - 2. Commission Officer Elections in April.
 - 3. Ruby Marquez, Chief Asst. County Counsel: Proposed County Ordinance 2.48 Overview.
 - 4. Fernando Giraldo, Chief Probation Officer: Bylaws input.

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Juvenile Justice Delinquency Prevention Commission Agenda February 8, 2024 Page 2

VII. GUEST AGENCY: Assistant Chief Probation Officer Valerie Thompson: Probation Department's Strategic Plan

VIII. ADJOURNMENT:

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County of Santa Cruz



JUVENILE JUSTICE AND DELINQUENCY PREVENTION COMMISSION AGENDA

Thursday, January 11, 2024 5:30 p.m. – 7:30 p.m. Regular Meeting/Study Session PVPSA Offices 411 E. Lake Avenue Watsonville, CA 95076

I. CALL TO ORDER/ROLL CALL: Meeting called to order at 5:36 p.m.

Present: Beverly Brook, Cynthia Druley, Deutron Kebebew (arrived at 6:07 p.m.), Elaine Johnson (arrived at 5:41 p.m.), Elias Gonzales, Jasmine Najera, Maria Rodriguez, Revna Ruiz

Absent: David Brody (excused)

Ex Officio: Judge Jerry Vinluan (absent)

Staff: Gerardo Leon Garcia

Probation: Sara Berman, Jennifer Martinez

II. CONSENT AGENDA: Vice-Chair Brook moved to approve the Consent Agenda (Approval of Agenda and Minutes from December 14, 2023)

Motion Passed

Aye: Brook, Druley, Najera, Rodriguez, Ruiz

No: None

Abstention: Gonzales

*Kebebew and Johnson not present at time of vote

III. PUBLIC COMMUNICATIONS: Prospective JJDPC commissioners, Sierra Thompson, Paralegal with the Public Defender's Office, and Forrest Revere, Analyst for Supervisor Friend, introduced themselves.

New Juvenile Hall Asst. Division Director Jennifer Martinez introduced herself, she has been with Probation for over 15 years.

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Juvenile Justice Delinquency Prevention Commission Agenda November 9, 2023 Page 2

- IV. ANNOUNCEMENTS (Including items via email on file): Commissioner Ruiz shared that CASA will be holding their 20th annual For the Love of Children fundraising luncheon on Wednesday, February 7, 2024, at Seascape Golf Club. See attached flyer.
- V. MONTHLY STATISTICAL INFORMATION FROM PROBATION/JUVENILE HALL (ATTACHMENTS Accept and File):
 - 1. Grievances & Incidents reports

8 youth, all male, currently at Juvenile Hall. There were 3 instances of room confinement (25 mins, 26 mins, and 37 mins), and 3 grievances for the month of December.

The Grinch visited Juvenile Hall and the rest of Probation offices; the youth really enjoyed it! Staff came in overnight to set up for Christmas morning and some Providers came up to visit youth as well.

VI. ACTION ITEMS:

- 1. Review and Adopt JJDPC Mission: ITEM TABLED
- 2. Retreat planning and ad hoc committee: Commissioner Kebebew motioned to approve the creation of the ad hoc Planning Committee; Commissioner Najera seconded.

Motion Passed

Aye: Brook, Druley, Kebebew, Johnson, Gonzales, Najera, Rodriguez, Ruiz

No: None

Abstention: None

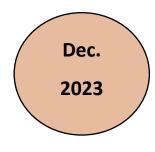
Commissioners Najera, Kebebew, Johnson, and Druley volunteered to be in the committee.

3. Steering Sub-committee membership: ITEM TABLED

VII. INFORMATION ITEMS:

- 1. Future leadership/officers of the JJDPC: Commissioners discussed the upcoming officer elections and encouraged newer members to run for officer positions.
- 2. New Commissioners and onboarding: Commissioners discussed ways to recruit and retain Commissioners, particularly, Youth At-Large Commissioners.
- VIII. SUB-COMMITTEE UPDATES: None.
- IX. ADJOURNMENT: Adjourned at 7:09 p.m.

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Intake

- 22 Intake RAIs administered: 1 override
- Held by Probation/Released by the Judge @ Detention Hearing: 0

ATD admissions: 19

Diversions: 4

EC Referrals: 9

Recidivism Rate: 2% (3 youth)

EPIC Sessions: 11

Field Contacts: 18

Video Contacts: 0

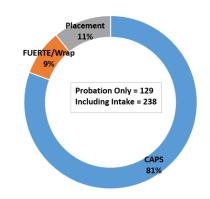
Secure Track Youth: 4

Investigations

• Court reports: 2

• Transfer reports ordered: 1

December Caseload Supervision Totals



- # Cases Closed: 10 9 Successful, 1 Unsuccessful
- # New Supervision Cases w/Low Initial Risk Level: 8

JAIS

<u>Title IV-E (Does not include Placement IV-E)</u>

Last Month

Reasonable Candidates: 8

New: 0

Reassessments: 0

Overdue reassessments: 2

 Reassessments due last month: 1

This Month

Reasonable Candidates: 10

New: 2

Reassessments: 2

Overdue reassessments: 0

Reassessments due this month: 1

Last Month

 86% of youth eligible received a full assessment, 18 youth still needed one.

Overdue reassessments: 23

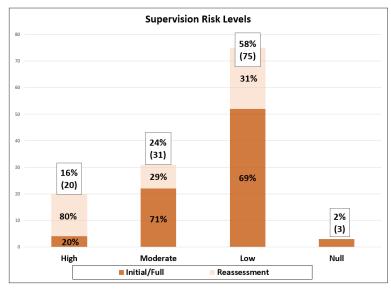
 Reassessments due last month: 17

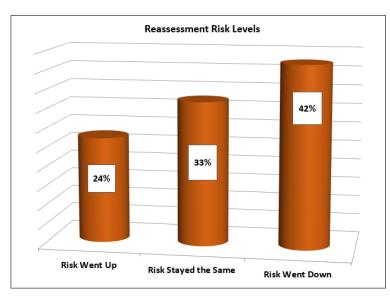
This Month

 86% of youth eligible received a full assessment 18 youth still need one.

Overdue reassessments: 23

Reassessments due this month: 10





Demographics					
Probation Caseload	Probation Violations	Warrants			
 African American: 2% (3) Latinx: 74% (96) White: 22% (29) Other/Unknown: 1% (1) 	Latinx: 80% (4)White: 20% (1)	Latinx:50% (1)White: 50% (1)			

Population Info

IEP's: 6504's: 1

Graduations: 0

Youth on Psychotropic Meds: 5
Youth with drug/alcohol issues: 9
Youth open to MH services: 15

Medical Referrals: 3

• MAT: 1

Dec.

2023

Physical Altercations: 0Room confinements: 4Pending transfer hearing: 3

Booking Charges (most serious offense)

Bench Warrant: 9% (2)Drugs/Alcohol: 18% (4)

Property: 14% (3)Sexual Assault: 5% (1)

Remand: 5% (1)Violent/Weapons: 50% (11)

Booking Demographics (area of residence)

North County: 55% (12)South County: 45% (10)Out of County: 0%

JUVENILE HALL POPULATION INFORMATION	BOYS	GIRLS	TOTAL
6 am count (average) 1	8.4	0.2	8.6
Population in-custody at start of time period	13	0	13
Admitted during time period	17	5	22
Released during time period	21	5	26
Population in-custody at end of time period ¹	7	0	7
Average daily attendance	8.3	0.3	8.6
Average length of stay	8.7	2.8	7.5
Average length of stay without STYF youth	8.7	2.8	7.5
Length of Stay MODE	1.0	1.0	1.0
Range of stay	1 - 977	1 - 7	1 - 977
Range of age	13 - 19	13 - 17	13 - 19
Number of "in-county" residents received	17	5	22
Number of "out-of-county" residents received	0	0	0
Percentage from out-of-county	0.0%	0.0%	0.0%
Total child care days	275	14	289
Total court commitments admitted	0	0	0
Total court commitments released	0	0	0
Total child care days for released court commit	0	0	0
Total intake to date (current year): December 2023	182	40	222
Total intake to date (prior year): December 2022	142	49	191

Overall Population Demographics				
African American: 1 (3%)Latinx: 22 (67%)White: 10 (30%)	Boys: 28 (85%)Girls: 5 (15%)	ALOSAfrican American: 4 daysLatinx: 9 daysWhite: 4 days	% Youth on Probation: 42%	

There were two firearm related bookings in January: a 17-year-old Latino boy from Watsonville and a 15-year-old Latino boy from Aptos.

Youth on Probation by area of residence:

Count	Zip Code	
1	76208 Total	
1	92010 Total	
1	93630 Total	
1	93905 Total	
1	94531 Total	
1	94565 Total	
6	95003 Total	
3	95005 Total	
5	95006 Total	
4	95010 Total	
1	95012 Total	
3	95018 Total	
4	95019 Total	
1	95023 Total	
12	95060 Total	
7	95062 Total	
3	95065 Total	
1	95066 Total	
63	95076 Total	
1	95126 Total	
1	95212 Total	
1	95682 Total	
1	95688 Total	
1	95717 Total	
1	98387 Total	
125	Grand Total	

SANTA CRUZ COUNTY JUVENILE HALL

STATISTICS FOR PERIOD: January 2024

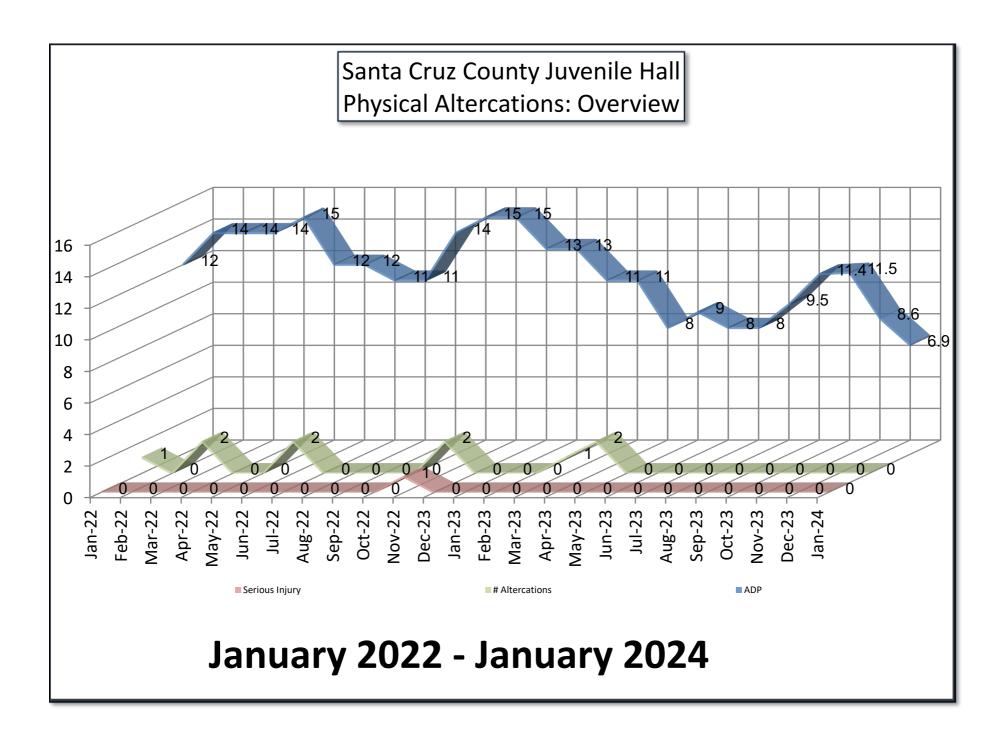
JUVENILE HALL POPULATION INFORMATION	BOYS	GIRLS	TOTAL
6 am count (average) ¹	6.7	0.2	6.9
Population in-custody at start of time period	7	0	7
Admitted during time period	16	7	23
Released during time period	16	7	23
Population in-custody at end of time period ¹	7	0	7
Average daily attendance	6.7	0.2	6.9
Average length of stay	7.4	1.9	5.7
Average length of stay without STYF youth	7.4	1.9	5.7
Length of Stay MODE	1.0	2.0	1.0
Range of stay	1 - 1008	1 - 4	1 - 1008
Range of age	13 - 19	13 - 17	13 - 19
Number of "in-county" residents received	14	6	20
Number of "out-of-county" residents received	2	1	3
Percentage from out-of-county	12.5%	14.3%	13.0%
Total child care days	225	13	238
Total court commitments admitted	0	0	0
Total court commitments released	0	0	0
Total child care days for released court commit	0	0	0
Total intake to date (current year): January 2024	16	7	23
Total intake to date (prior year): January 2023	18	2	20

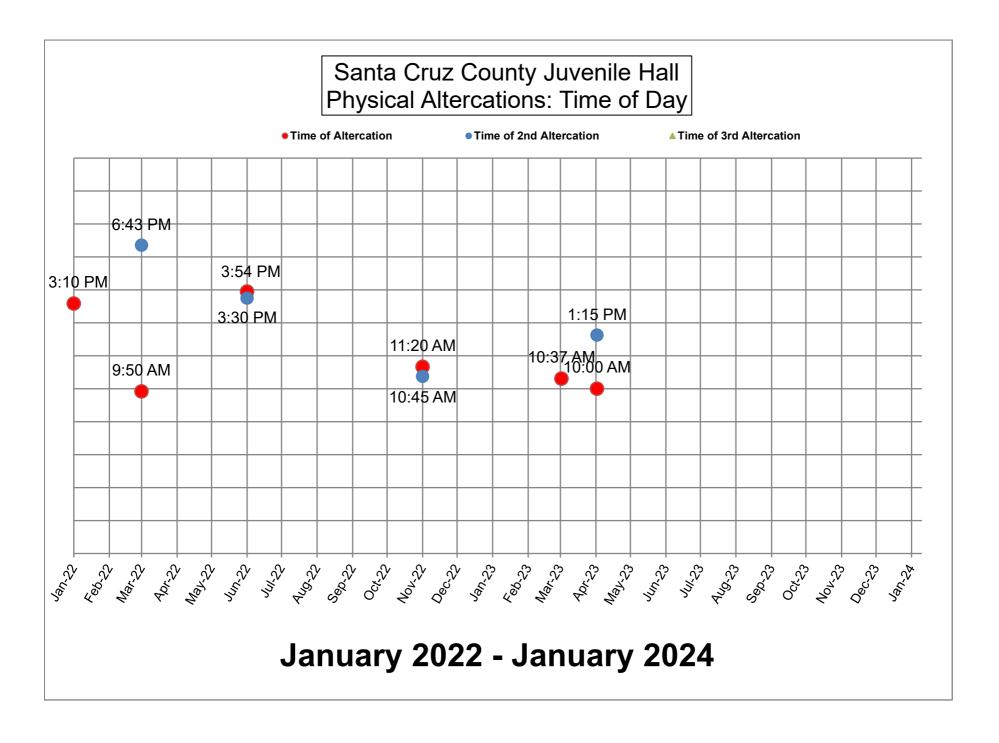
ETHNICITY - Overall Juv. Hall Population	POP.#	POP. %	AVG RAI ²	AVG LOS ³
Caucasian	8	26.7%	7.4	6.3
Latino	22	73.3%	7.8	5.4
African American	0	0.0%	-	-
Asian	0	0.0%		
Other	0	0.0%	-	-
total	30	100.0%		

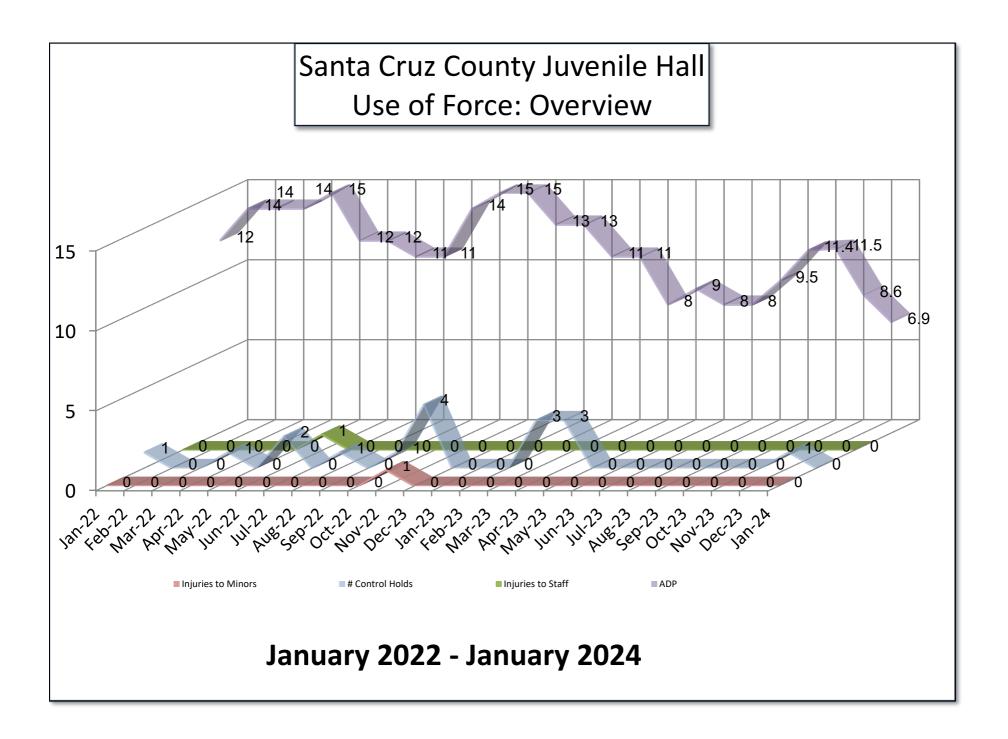
					OVERALL JH POP
	TOTAL DAYS for released	INTAKES		INTAKES	
ETHNICITY - Intakes only	<u>intakes</u>	(number)	(percent)	AVG RAI ²	AVG LENGTH OF STAY
Latino girls	12	6	26.1%	5.0	2.0
Latino boys	33	12	52.2%	7.2	7.5
Anglo girls	1	1	4.3%	2.0	1.0
Anglo boys	18	4	17.4%	4.8	7.2
African Am. girls	-	0	0.0%	-	-
African Am. boys	-	0	0.0%	-	-
Asian girls	-	0	0.0%	-	-
Asian boys	-	0	0.0%	-	-
Other	-	0	0.0%	-	-
total	64	23	100.0%		<u> </u>

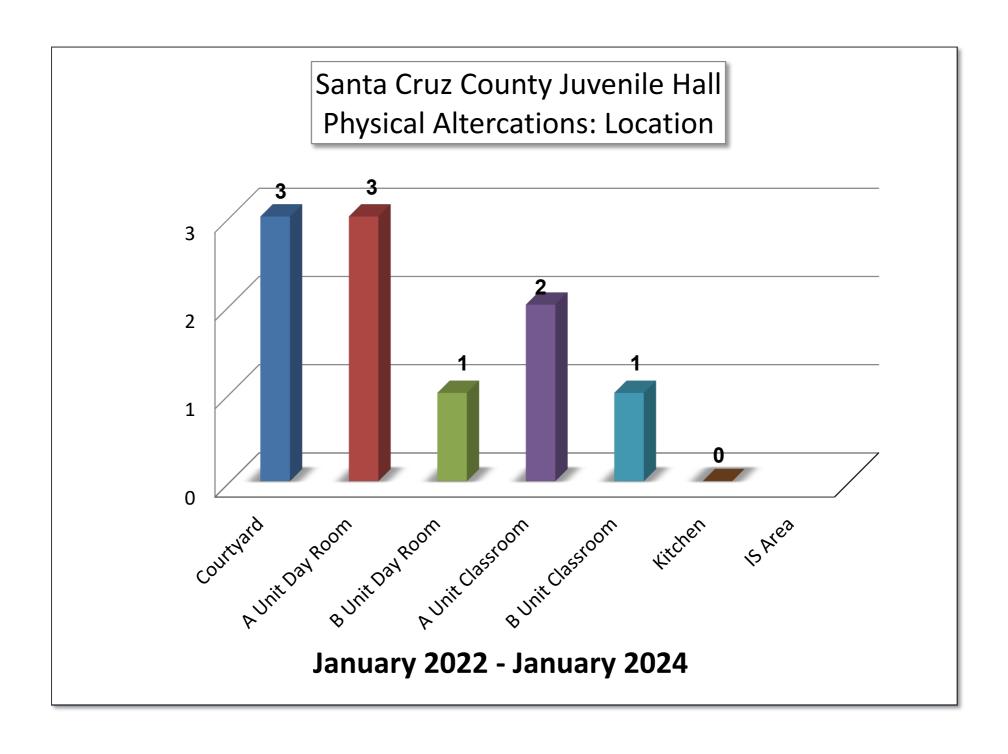
¹ 6 am count on last day of month. ² Risk Assessment Instrument Score

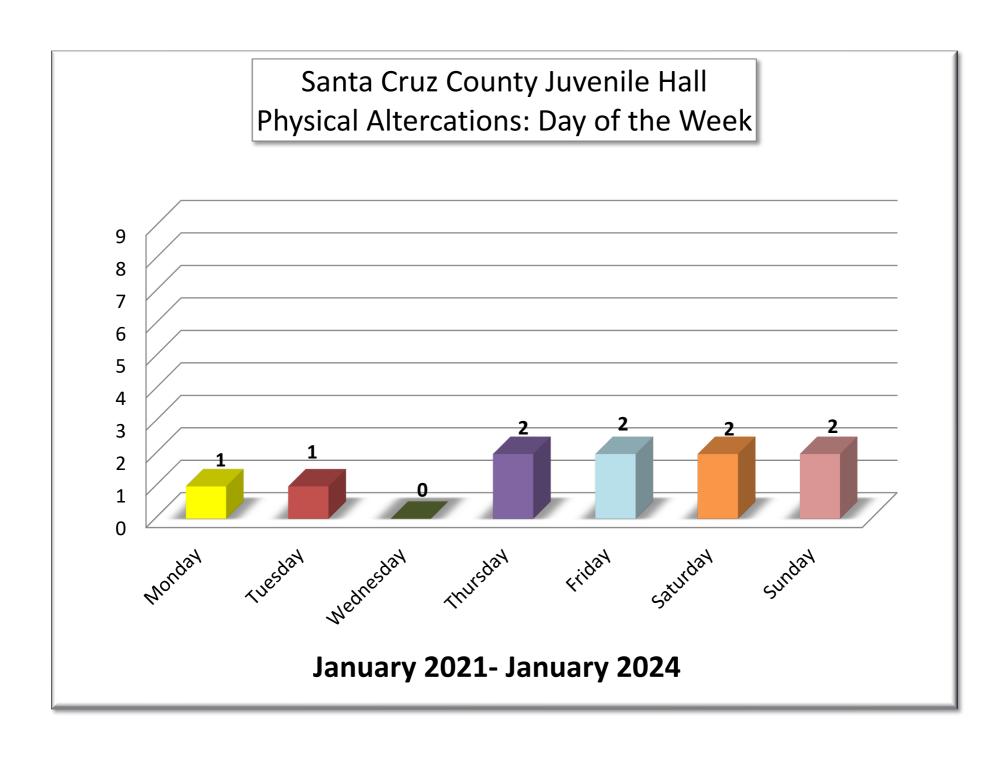
³ Length of Stay for youth released



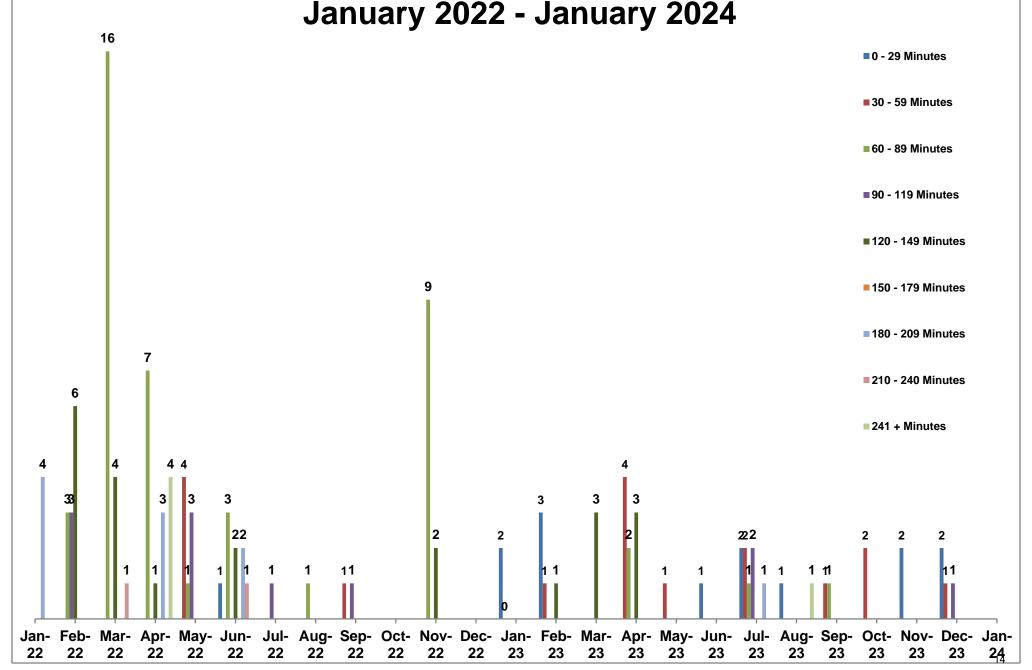




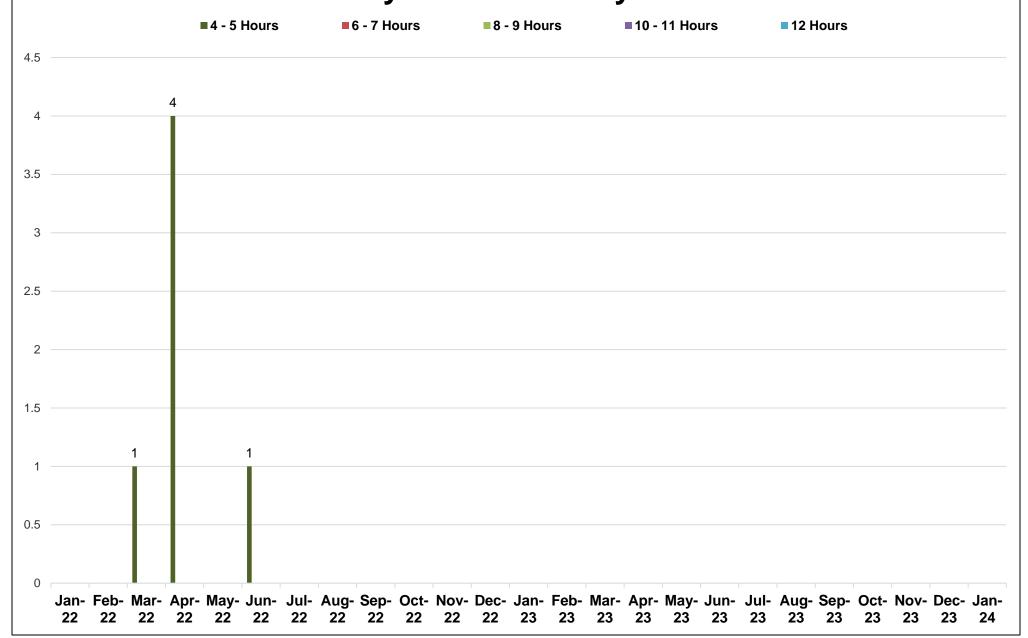


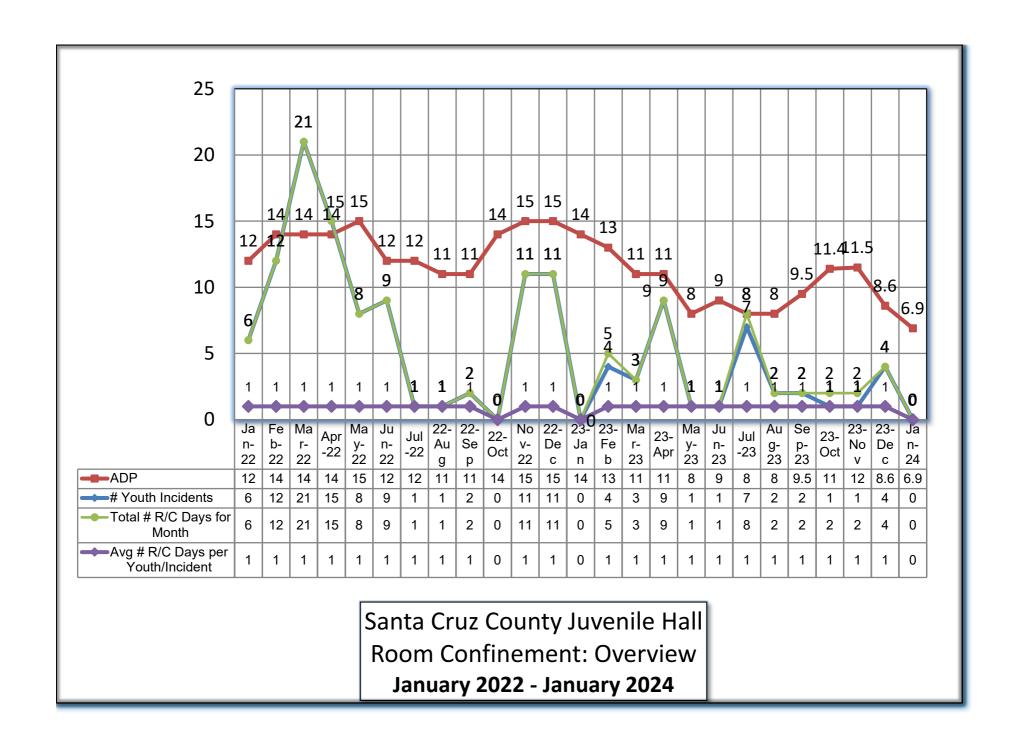


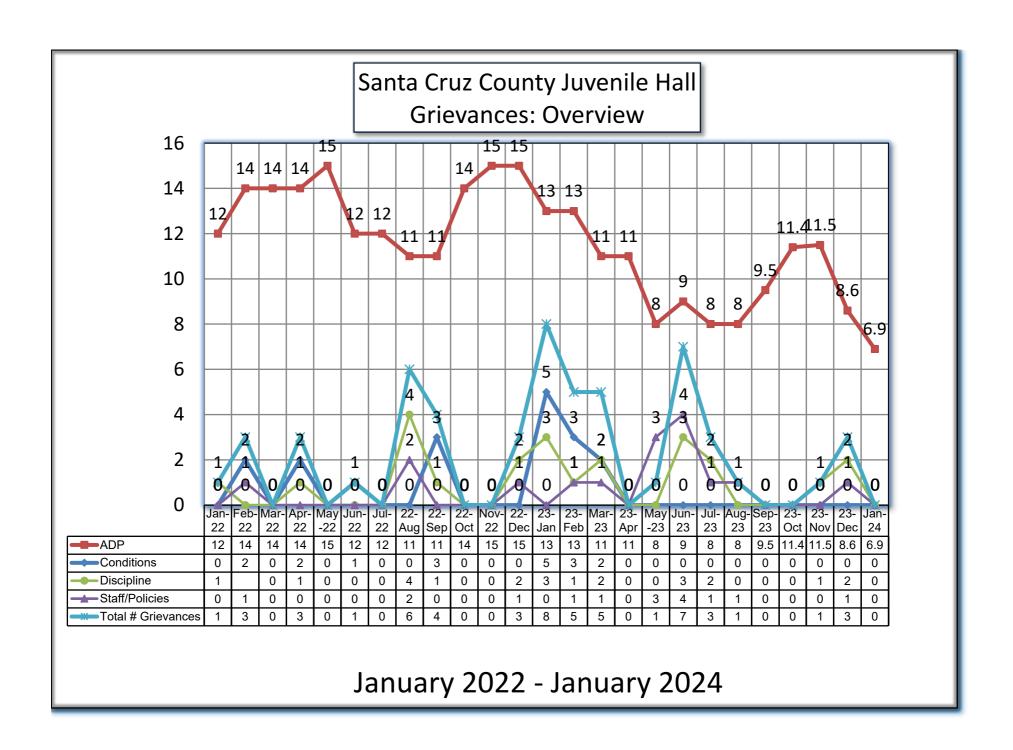




Santa Cruz County Juvenile Hall Room Confinement over 4 Hours January 2022 - January 2024







Officers of the Juvenile Justice and Delinquency Prevention Commission – rev. February 2024

From the Bylaws Article V:

- **Section 1.** Officers of the Commission shall serve one (1) year term and shall be elected by a majority vote of the Commissioners at the Annual Meeting in April or as otherwise designated by a Commission vote. The Commission officers shall be the Chair, the Vice-Chair, the Secretary, and the Immediate Past Chair.
- **Section 2.** Commissioners shall make nomination(s) for the officers at the Annual Meeting, a designated meeting, or upon office vacancy.
- **Section 3.** Each Commissioner shall hold one office at a time, and no Commissioner shall serve more than two (2) full consecutive years in the same office.
- **Section 4.** In the event of a vacancy in the office of Chairperson, Vice-Chairperson, or Secretary by death, resignation, or otherwise; the Commission shall immediately select a successor to the vacant office to fill the vacancy for the remaining term of office.
- **Section 5.** The Chairperson or their designee shall be the official spokesperson for the Commission. No Commissioner may make a public statement regarding Commission business, findings, or viewpoints without first securing the Chair's authorization and after a vote by the Commission regarding the subject matter. Individual Commissioners cannot commit the Commission to any policy determination or course of action. Nothing in these Bylaws shall be construed to prevent Commissioners from expressing themselves as individuals. However, such action shall include a disclaimer that such expression is made in an individual capacity and not as a representative of the Commission's conclusions.

Duties of the Officers:

Chair:

- 1. Work with the Steering Committee and Saff to create the meeting agenda and forward Agenda Packet attachments to the Staff to post/distribute. Recruit guest speakers/agencies to foster Commission awareness and support the invited agency's work.
- 2. The Chair may call Special Meetings which shall be open to the public, held within the County of Santa Cruz, and comply with the Brown Act. Check in with Staff about meeting postings, packet distribution, and, if necessary quorum estimation.
- 3. Facilitate monthly Commission meetings. Be familiar with fRosenberg's Rules of Order which guide the Commission in all parliamentary and procedural matters not otherwise specified within or inconsistent with the JJDPC Bylaws.
- 4. Attend monthly Steering Committee Meetings.
- 5. Help actively recruit and support new Commissioners. Do outreach within the community and with Supervisors. When new members are interested, the Staff helps orient/invite them to the first meeting once they apply. The Chair plays an active part by contacting prospective members to help acquaint them with the work we do and the expectations of the Commission of

its members. When a new Commissioner starts, the Chair should send a welcome email and orientation materials. They should also followup with them after their first few meetings and /or assign another Commissioner as their mentor.)

- 6. Coordinate any presentations/communications from the Commission as a whole with the Probation Department and the BOS.
- 7. Establish regular communications with Probation and Juvenile Hall.
- 8. As per our Bylaws, represent the Commission at the JJCC County Meetings.
- 9. With Commission approval, act as the spokesperson for the Commission.
- 10. Along with the Secretary, review JJDPC Commission Meeting minutes drafted by Staff prior to their inclusion in the Meeting Agenda Packet.
- 11. Check in with Sub-Committee Chairs to support their goals and activities.
- 12. Consult with the Vice Chair on any critical matters that they deem necessary to the work and continuity of the Commission.

Vice Chair

- 1. Step in for the Chair in facilitating meetings, agenda creation and packet creation/distribution if the Chair is absent or unavailable.
- 2. Be familiar with fRosenberg's Rules of Order which guide the Commission in all parliamentary and procedural matters not otherwise specified within or inconsistent with the JJDPC Bylaws.
- 3. Attend monthly Steering Committee Meetings.
- 4. Assist Chair as may be requested.

Secretary

- 1. Step in for the Chair and Vice-Chair in facilitating meetings, agenda creation and packet creation/distribution if the Chair and Vice Chair are absent or unavailable.
- 2. Attend monthly Steering Committee Meetings.
- 3. Review draft of the monthly minutes as prepared by Staff prior to their inclusion in the Monthly Meeting Packet.

Immediate Past Chair:

- 1. This Officer helps smooth the transition in leadership and has the responsibility to help mentor the new Chair and share their historical information and knowledge of the work that the Commission does/has done and the relationships that are important and helpful in the Commission's work.
- 2. Attend monthly Steering Committee Meetings.

This document contains the original 2005 Bylaws and includes the amendment of 10/11/12 in Article VI, Section 1. The amendment is <u>underlined</u>. This also includes edits approved at the 10-12-23 Commission Meeting.

Revised 1-5-24 pending Board of Supervisors Approval

BYLAWS OF THE SANTA CRUZ COUNTYJUVENILE JUSTICE & DELINQUENCY PREVENTION COMMISSION

ARTICLE I

Statuatory Authority

The Juvenile Justice and Delinquency Prevention Commission is a joint commission of the Santa Cruz County Superior Court and the County of Santa Cruz. The authority and duties of the Juvenile Justice Commission are established through California Welfare and Institutions Code (WIC) Sections 225 through 231. The authority and duties of the Delinquency Prevention Commission are established in Welf. & Inst. Code section 233. The Santa Cruz County Board of Supervisors has designated the Juvenile Justice Commission to serve as the Delinquency Prevention Commission in Santa Cruz County Code (SCCC) section 2.48 and this Commission operates in accordance with Santa Cruz County Code section 2.38.

The authority to create these bylaws is in Santa Cruz County Code (SCCS) section 2.38.140 (A). Section 2.38.140(A) allows the creation of procedures for the conduct of their business and aid the Commission in more effectively discharging its statutory duties and responsibilities.

If one part of these bylaws is found to be invalid because it conflicts with state law, no other part of these bylaws shall be affected by such finding of invalidity.

ARTICLE II

Purpose

The purpose of the Santa Cruz County Juvenile Justice and Delinquency Prevention Commission, hereafter referred to as the "Commission," is to inquire into the administration of Juvenile Court law in the County, advocate for and protect the safety and well-being of dependency and juvenile justice involved youth , and prevent youth from becoming involved in the juvenile justice system. The Commission will provide oversight of the Juvenile Court, Probation Department, Law Enforcement Agencies, legislative action, and support and promotion of successful prevention and intervention programs.

The Commission is dedicated to promoting effective juvenile justice and dependency systems operated in an environment of credibility, dignity, fairness, and respect for system-involved youth and all residents of the County.

COMMITMENT TO DIVERSITY

The Commission recognizes that any youth, regardless of income, race/ethnicity, geography, and other factors, may become involved with the juvenile justice system of Santa Cruz County. The Commission is committed to educating itself on the experiences and presenting issues of Santa Cruz County's diverse youth population. This commitment includes addressing the needs and recruiting members of historically marginalized and under-served groups such as youth of color, lesbian-gay-bisexual-transgender youth, indigenous youth, and immigrant youth.

ARTICLE III

Business Duties

The Commission's business includes but is not limited to the following:

Section 1. The Commission shall annually inspect and report on any location responsible for housing Santa Cruz County system-involved youth under the jurisdiction of the Santa Cruz Juvenile Court where one or more Santa Cruz County youth have been held for more than 24 hours in the previous 12 months. These locations include but are not limited to Juvenile Hall, County Jail, any Ranch Facility, and, where feasible, other counties' facilities in connection with "Secure Youth Treatment Facilities" or other state-legislated facilities. The Commission will create a subcommittee to conduct the inspections which may utilize the Annie E. Casey Juvenile Detention Alternatives Initiatives (JDAI) Detention Assessment Guidelines which provide inspection best practices. Membership on this subcommittee may include Commissioners and non-commission members as recommended by JDAI Guidelines and allowed by Santa Cruz County Code 2.38.230. The report regarding such inspections shall be in written form and provided to the Santa Cruz County Juvenile Probation Department, Juvenile Court, the Santa Cruz County Board of Supervisors, and the Board of State and Community Corrections (BSCC). The Commission may also inspect any children's or youth shelter or licensed home (e.g., Short Term Residential Treatment Programs - STRTPs) holding youth under the jurisdiction of the Juvenile Court. The Commission shall also inspect secure and non-secure detention logs for Santa Cruz County law enforcement departments or jails.

Section 2. Notification in Writing. The Commission intends that with respect to youth confined in juvenile detention facilities or placed in emergency shelter homes or supervised on probation or under the supervision of the Juvenile Court and the Probation Department that the Commission Chair be notified in writing within 24 hours of any serious incidents or significant conditions affecting the youth who come within the jurisdiction of the Juvenile Court. A "serious incident or significant condition affecting the youth who come within the jurisdiction of the Juvenile Court" shall include, but is not to be limited to, fatalities, near fatalities, serious bodily harm, suicide attempts, severe acts of violence between youth, incidents that require the use of leg or wrist shackles or the use of a weapon, evacuations, or significant damages to the facility that impact services to youth. Commission's attention on behalf of youth held in a Santa Cruz County facility by their parents, guardians, or legal counsel. It may seek subpoenas from the Juvenile Court Judge to secure necessary materials from any individual, agency, or entity.

- **Section 3.** The Commission shall investigate complaints brought to the Commission's attention on behalf of youth held in a Santa Cruz County facility by their parents, guardians, or legal counsel. It may seek subpoenas from the Juvenile Court Judge to secure necessary materials from any individual, agency, or entity.
- **Section 4.** The Commission may conduct public hearings on matters relevant to the administration of laws and identify needed prevention services and activities related to juveniles in Santa Cruz County. It may seek subpoenas from the Juvenile Court Judge to secure necessary materials from any individual, agency, or entity.
- **Section 5.** The Commission may inquire into the administration of the juvenile justice system broadly, including but not limited to operations of the Juvenile Court, Probation Department, Social Services Agencies, Law Enforcement agencies, and any other agencies involved with or affecting system-involved youth. The Commission may propose, endorse, or oppose state or local legislative or administrative proposals that would impact the administration of juvenile court law or juvenile delinquency in Santa Cruz County.
- **Section 6.** The Commission shall support the development of specific community programs with long-range plans that incorporate the Commission's goals of delinquency prevention.
- **Section 7.** The Commission shall provide input into the selection process for the Chief Probation Officer.
- **Section 8.** The Chair of the Commission, or their designee, shall participate in the County's

Juvenile Justice Coordinating Council.

Section 9. The Commission may provide the Board of State and Community Corrections, with information sought and related to establishing minimum standards for correctional facilities as outlined in California Penal Code 6030.

Section 10. The Commission may publicize findings and recommendations as approved by a vote of the Commission and as directed by the Chair.

ARTICLE IV

Members

- **Section 1.** Membership on the Commission shall be composed of not less than seven and no more than fifteen (15) people. The Juvenile Court Judge and Chief Probation Officer shall serve as Ex Officio members.
- Section 2. Five (5) at-large members of the Commission shall be appointed by the Presiding Judge of the Superior Court with the concurrence of the Judge of the Juvenile Court, two of which shall be between the ages of 14 and 21. Commission members may recommend individuals to the Presiding Judge for at-large membership on the Commission. Ten (10) members, residents of Santa Cruz County, shall be nominated by the Board of Supervisors. Each Supervisor shall appoint two (2) persons who may reside within that Supervisor's District. Referrals for consideration and review by the Commission and the Presiding Judge may be made by community groups, elected or appointed public officials and individual citizens. The Commission will endeavor to be representative of the ethnic makeup of the County and shall maintain representation from geographic areas. All applicants are considered regardless of ethnicity, race, age, sexual orientation, religious beliefs, or lived experiences, including but not limited to, previous incarceration.
- Section 3. Appointments shall last four (4) years, in accordance with Santa Cruz County Code Section 2.38.100. A youth Commissioner is eligible for reappointment as an adult member upon reaching the age of 22, if a vacancy exists at the end of their appointed term. Whenever any vacancy occurs for any reason other than the expiration of a term of office, the succeeding appointee shall hold office for the remaining unexpired term of their predecessor. A Commissioner wishing to serve additional term(s) shall notify the Commission Chair, their nominating Supervisor,, if applicable and the Supervising Judge of the Juvenile Court and complete the re-appointment process.
- **Section 4.** Each person appointed shall appear before the appointing Judge or his/her designee and take an oath to faithfully perform the duties as a member of the Commission. The qualifications of each member shall be entered in the Juvenile Court record.
- **Section 5.** Any member desiring to resign from the Commission shall submit their resignation in writing to the Juvenile Court Judge with copies to the Chairperson of the Commission.
- **Section 6.** Any Commissioner who accumulates three (3) absences from any duly-noticed Commission meeting during the calendar year shall be referred to the Commission Chair and Juvenile Court Judge for possible termination unless it is determined there was "good cause" for the absences. Attendance of members shall be taken and recorded in the Minutes at all duly-called Commission or subcommittee meetings.
- **Section 7.** All public appeals, applications, complaints, and other communications concerning the business of the Commission shall be referred to the Chairperson of the Commission for investigation and report to the full Commission.

ARTICLE V Officers

- **Section 1.** Officers of the Commission shall serve one (1) year term and shall be elected by a majority vote of the Commissioners at the Annual Meeting in April or as otherwise designated by a Commission vote. The Commission officers shall be the Chair, the Vice-Chair, the Secretary, and the Immediate Past Chair.
- **Section 2.** Commissioners shall make nomination(s) for the officers at the Annual Meeting, a designated meeting, or upon office vacancy.
- **Section 3.** Each Commissioner shall hold one office at a time, and no Commissioner shall serve more than two (2) full consecutive years in the same office.
- **Section 4.** In the event of a vacancy in the office of Chairperson, Vice-Chairperson, or Secretary by death, resignation, or otherwise; the Commission shall immediately select a successor to the vacant office to fill the vacancy for the remaining term of office.
- **Section 5.** The Chairperson or their designee shall be the official spokesperson for the Commission. No Commissioner may make a public statement regarding Commission business, findings, or viewpoints without first securing the Chair's authorization and after a vote by the Commission regarding the subject matter. Individual Commissioners cannot commit the Commission to any policy determination or course of action. Nothing in these Bylaws shall be construed to prevent Commissioners from expressing themselves as individuals. However, such action shall include a disclaimer that such expression is made in an individual capacity and not as a representative of the Commission's conclusions.

ARTICLE VI Meetings

- **Section 1**. The Commission's Regular Meeting shall be noticed and held once each month unless otherwise ordered by the Chairperson. These meetings are open to the public and comply with the Brown Act.
- **Section 2.** The Commission shall announce a schedule of meeting times, dates, and places. The location of meetings shall be within the County of Santa Cruz and at the discretion of the Commission.
- **Section 3.** The Chair may call Special Meetings which shall be open to the public, held within the County of Santa Cruz, and comply with the Brown Act.
- **Section 4.** The rules contained in the most current edition of Rosenberg's Rules of Order shall guide the Commission in all parliamentary and procedural matters not otherwise specified within or inconsistent with these Bylaws.

ARTICLE VII

Administration

- **Section 1**. A quorum and a majority vote shall decide the business of the Commission. A quorum consists of one more than half of the <u>seated members</u> of the Commission. The ayes and noes shall be taken and recorded in the minutes. Abstentions shall be recorded as such. If there is no quorum, all discussion will be considered informal and no motions shall be considered.
- **Section 2.** The Chair shall preside at all meetings of the Commission at which they are present. The Chair shall perform such duties and exercise such power as usually pertain to the Chair's office. Additional duties or powers may be granted by the Board of Supervisors or the Superior Court.
- **Section 3.** The Vice-Chair shall preside at all meetings of the Commission in the absence of the Chair, and shall perform such other duties as may be enjoined upon them by the Commission. In the absence of the Chair or vacancy n the office of the Chair, all powers and duties of that office shall devolve upon the Vice-Chair, who shall continue to exercise such powers and duties until the Chair returns or the vacancy is filled.
- **Section 4**. In case of the absence, disability, or refusal to act of the Chair and the Vice-Chair at any meeting of the Commission the members present may elect a Chair Pro Tem for that meeting, by a majority vote of the members voting present. The Secretary shall determine whether a quorum is present by conducting a roll call vote.
- **Section 5.** Agenda preparation is the responsibility of the Chair and the Secretary, or their designee. Any Commissioner may submit agenda items to the Chair for review and consideration for publication with the public Agenda packet in a timely fashion.
- **Section 6.** The Chair shall receive requests by non-Commissioners to discuss a matter before the next Commission's meeting a minimum of ten days before the meeting date. The Chair may override this rule if they determine it is appropriate and within the time frame of the Brown Act.
- **Section 7.** The Commission shall preserve the confidentiality of any personal information relating to individual juveniles. Written requests or an oral petition concerning a youth's welfare while housed in a County institution shall be presented at the Meeting of the Commission with redactions or abbreviated names, as necessary. The Supervising Judge of the Juvenile Court shall have the power to issue subpoenas requiring attendance and testimony of witnesses as well as production of documents at a specified hearing.
- **Section 8.** The Commission may establish special or ad hoc sub-committees of its membership to perform task force functions on any matter within the jurisdiction of the Commission. Such sub-committees will then set meeting times(s) and location(s), define its task, and submit any updates and/or findings in writing to the Commission.
- **Section 9** The Commission shall keep a complete record of the Commission's Agendas, Minutes, Monthly "packets," actions, and any exhibits or other materials the Commission deems helpful for its historical record.

ARTICLE VII

Amendment of Bylaws

These Bylaws can be amended at any regular meeting of the Commission by a two-thirds $(2/3 \, \text{rds})$ vote of a quorum, providing that the amendment has been submitted in writing at the previous regular meeting of the Commission and is named on the agenda as a subject for discussion.

Ratified by the JJDPC and submitted to the Board of Supervisors on _____(date).



Courtesy of Community Action Board of Santa Cruz County, Inc., a local research partner in the Probation Experience Project

REGISTER NOW FOR WEBINAR ON YOUTH PROBATION EXPERIENCES AND SOLUTIONS

The Annie E. Casey Foundation will host a free webinar about what is and isn't working in youth probation from the perspectives of young people and families who have experienced it. Too often, their perspectives are overlooked during discussions about transforming youth probation policy and practice, despite their unique vantage point.

This one-hour webinar is geared toward youth justice practitioners, advocates and policy makers. Attendees will learn more about the experiences of young people on probation, the gaps that emerge between these experiences and best practices in probation policy and practice, and solutions to help transform probation for young people.

The findings and recommendations emerge from the Probation Experience Project, an effort of community-based organizations in six states, the national research body Child Trends and the Casey Foundation. The local organizations

PANELISTS

Mahirym Arroyo, Camden County Family Support Organization (New Jersey)

Yohara Ayala, Community Action Board of Santa Cruz County, Inc. (California)

Dante Bristow, Progeny of Destination Innovation (Kansas)

Yárida Estrada, La Plazita Institute and Albuquerque Justice for Youth Community Collaborative (New Mexico)

Talkatalia Marada Motoro /Indiana

hired young people with probation experience to conduct 22 focus groups and over 100 surveys of young people and families who have experienced probation. The full team developed recommendations based on the results.

The webinar will be recorded, and all registrants will receive a link to the recording and other resources.

REGISTER NOW

Time and Date: 2-3 p.m. ET, Thursday, Feb. 22

Register at https://cvent.me/KPne2B?locale=en

COMPREHENSIVE PREVENTION PLAN (CPP): TRAINING SUPPORTS SURVEY

THE COMPREHENSIVE PREVENTION PLAN (CPP) PROVIDES PROACTIVE SUPPORT TO CHILDREN AND YOUTH WHO HAVE EXPERIENCED TRAUMA, EMPHASIZING A SHIFT FROM REACTIVE RESPONSES. THE PREVENTION PLAN IS IN RESPONSE TO THE FAMILIES FIRST PREVENTION SERVICES ACT (FFPSA) PROGRAM AND INCORPORATES SEVERAL METHODS TO HELP INDIVIDUALS AND FAMILIES...IMAGINE HOW SYSTEM REFORMS THAT REDUCE RISK AND BUILD PROTECTIVE FACTORS THAT CAN POSITIVELY IMPACT ALL CHILDREN AND YOUTH THAT HAVE EXPERIENCED TRAUMA.

0

What supports are offered?

MOTIVATIONAL INTERVIEWING

MI IS A CLIENT-CENTERED METHOD FOR HELPING PEOPLE EXPLORE AND RESOLVE THEIR AMBIVALENCE TO CHANGE. TREATMENT PROVIDERS USING MI EXPRESS EMPATHY, DEVELOP DISCREPANCY, ROLL WITH RESISTANCE, AND SUPPORT SELF-EFFICACY. MI PAYS PARTICULAR

ATTENTION TO ASKING FOR AND REINFORCING THE LANGUAGE OF CHANGE, LEADING TO POSITIVE OUTCOMES FOR INDIVIDUALS, FAMILIES, AND WORKERS.

LEARN MORE: MI FACT SHEET

WE WANT TO HEAR FROM YOU!





POSITIVE DISCIPLINE COMMUNITY RESOURCES (PDCR) BELIEVES THAT POSITIVE RELATIONSHIPS NOT ONLY TAKE PRECEDENCE OVER BEHAVIORS, BUT INFLUENCE BEHAVIORS. OUR CURRICULUM, IS AS AN EVIDENCE—INFORMED PRACTICE, IS FOUNDED ON WELL-ESTABLISHED CHILD DEVELOPMENTAL THEORIES, IS TRAUMA-INFORMED, AND CULTURALLY RESPONSIVE. WE TEACH THE IMPORTANCE OF DISCOVERING THE BELIEFS BEHIND BEHAVIORS AND USING CONNECTION BEFORE CORRECTION!

LEARN MORE: HTTPS://WWW.PDCRCC.ORG/



TRIPLE P: POSITIVE PARENTING PROGRAM

THE MAJORITY OF ALL PARENTS AND CAREGIVERS WHO COMPLETE
IN-DEPTH TRIPLE P SERVICES REPORT SIGNIFICANT
IMPROVEMENTS IN KEY OUTCOMES. TRIPLE P IS PARTICULARLY EFFECTIVE
FOR PARENTS/CAREGIVERS WHO ARE EXPERIENCING MORE SERIOUS
PARENTING CHALLENGES WHEN THEY BEGIN THE PROGRAM.
LEARN MORE: HTTPS://WWW.FIRST5SCC.ORG/TRIPLE-P-PARENTING

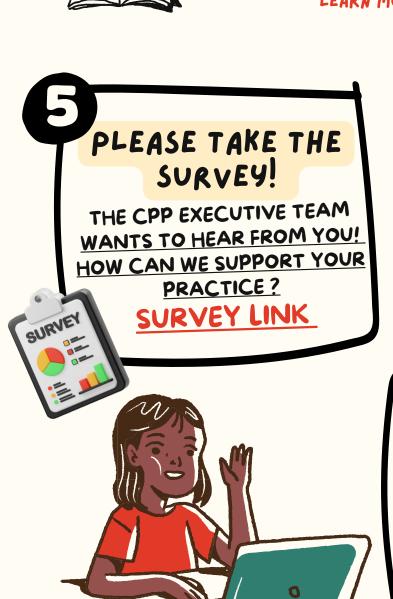




RESEARCH INDICATES THAT BOYS IN THE US ARE AT A HIGHER RISK
OF FAILURE IN SCHOOL, SUBSTANCE ABUSE, VIOLENT CRIME,
BEHAVIOR DISORDERS, AND
SUICIDE THAN GIRLS, AND ONE-THIRD OF YOUNG PEOPLE LACK

SUICIDE THAN GIRLS, AND ONE-THIRD OF YOUNG PEOPLE LACK
POSITIVE MENTORSHIP OR INVOLVED FATHERS. PROVIDING POSITIVE
MENTORS TO BOYS, YOUNG MEN, MEN, AND DADS CAN ENHANCE
THEIR AWARENESS, ENGAGEMENT & HUMAN CONNECTIONS.

LEARN MORE: WWW.MENTORSDC.ORG





COLLABORATE & REACH OUT

FOR MORE INFORMATION ON THE SURVEY:

PLEASE CONTACT:
ANDREW.STEWART@SANTACRUZCOUNTYCA.US

LEARN MORE ABOUT FFPSA:
VIDEO LINK



tonyguadarrama73@gmail.com; River Krimmer FW: COMMUNITY TRAINING: Fatherhood Engage

ment: Bias, Barriers & Best Practices Workshop Thursday, February 8, 2024 7:09:00 AM

Hi Tony and River.

I am planning to attend this workshop on March 14^{th} please feel free to join me or register to the on Friday.

Deutron Kebebew

MENtors Driving Change for Boys, Men, and Dads, Founder/Executive Director 8315887592 PO Box 1585 Freedom, CA 95019

http://www.mentorsdc.org

MENtors acknowledge and honor the Awaswas, Ohlone, and Popeloutchom (Amah Mutsun) Tribes, and all the original Indigenous people of the land upon which Santa Cruz County stands.

From: Andrew Stewart < Andrew. Stewart@santacruzcountyca.gov> On Behalf Of HSD Staff Development Announcements

Sent: Monday, February 5, 2024 3:55 PM

Subject: COMMUNITY TRAINING: Fatherhood Engagement: Bias, Barriers & Best Practices Workshop

Good afternoon,

Announcing:



Fatherhood Engagement: Bias, Barriers & Best Practices **Workshop**

Registration is Now Open in EVENTBRITE!

This workshop is focused on cultivating healthy relationships between a father, a child, and the child welfare system. Participants will explore the importance of the role of a father in a child's life and gain strategies to best support the relationship between a father and the child welfare system. You will hear directly from a father about his personal experiences, both negative and positive, and how he and many others are actively

partnering with various entities to improve policies and promote positive behaviors. Real-life scenarios and interactive discussions will allow for self-reflection and solution-focused strategies. By the completion of this workshop, you will have gained the knowledge, skills, and practical tools to provide services through a strength[1]based approach, including decision-making through a DEI and trauma-informed lens.

Learning Objectives:

- Understand implicit bias and common misconceptions about fathers, and the barriers this creates for them
- Explore the correlation between a father's involvement in a child's life and the healthy development of the child
- Identify best practices, strength-based engagement, and ways to connect fathers with programs and other helpful resources
- Discuss "Right Now" actions that you can apply to your work ASAP!

Register into only one session offering, in advance

Register line only one session enemity, in durance.						
Date	Time	Location	Register below			
		18 W. Beach St.,	https://www.eventbrite.com/e/fatherhood-engagement-tickets-			
3/14/2024	10:00 am - 5:00 pm	Rooms 2 & 3,	<u>814365046777</u>			
		Watsonville, CA 95076				
		Santa Cruz County Office of Education	https://www.eventbrite.com/e/fatherhood-engagement-31524-			
3/15/2024	9:00 am – 4:00 pm	400 Encinal St., Santa Cruz, CA 95060	tickets-814398466737			

Instructor, Roger De Leon is a flagship Parent Partner with Riverside County Children's Services supporting families. Roger's passion for practice and advocacy in the field has been a bright light for his community. In his role as both a father and a parent partner, Roger provides individualized skill development and support to Riverside County's most vulnerable youth and families. He has been key in developing a fatherhood coalition in his county and serves on many fatherhood boards. He has also been involved in prevention and early intervention efforts as a volunteer in his community supporting faith[1]based assistance for over 16 years and in juvenile probation group homes to prevent future involvement of youth when they become parents. As an active committee member, he holds the group accountable to ensure the father's voice is elevated and heard. Roger is dedicated to positive outcomes for families and has supported many youth with critical life transitions.

 $If you need \ assistance, \ please \ contact \ Emilia \ Gonzalez \ via \ email- \ \underline{emilia.gonzalez@santacruzcountyca.gov}$

Staff Development Administrator



JJDPC Ordinance Update and other related Legal updates

February 8, 2024

Ruby Márquez Chief Assistant County Counsel

Today's Agenda

- Overview of County's Board and
 - Commission's Initiative
- Updates to Chapter 2.38
- Sources of County's Board and Commissions
- ❖ JJDPC Ordinance and Bylaws



A Santa Cruz County Like Me

The Survey and Report

The "A Santa Cruz County Like Me" (ASCCLM) project began as a partnership between Santa Cruz Community Ventures and the County to:

- Paint a picture of Santa Cruz County's representative bodies
- Report key findings to the Board of Supervisors
- Make recommendations that work towards achieving government bodies that reflect the diversity of the community they represent

The 2021 report can be found at https://www.sccvonline.org/



Board and Commissions Improvement Project

- Phase 2:
 - ❖ Goal: Improve Brown Act compliance
 - ❖ Goal: Expand staff liaison resources and support
- Phase 3: Continuing to identify & review opportunities to improve the Boards & Commission program
 - Goal: Supporting increased participation of community members to fill vacancies and quorum issues
 - Goal: Compensating community members time for serving and participating
 - Goal: Redefining and Restructuring commissions to help them find purpose and focus in alignment with their federal and state law, or county ordinance

Next Step: Bylaws & Individual Code Updates!

Chapter 2.38 – Updates Completed!

- 2.38.080 Membership: to add "employed" in Santa Cruz County to be eligible for appointment
- 2.38.120 Officers: allow for Co-Chairs, in lieu of "Chair" and "Vice Chair"
- 2.38.160 Preparation of Meeting Agendas: Specifically designate the Staff Liaison "in consultation with or input from" Chair(s) of the body.
- 2.38.200 Vacancies: Clear up procedures and timelines for scheduled v. unscheduled vacancies
- 2.38.270 retitle "Conflicts of Interest code adoption" to "Ethical Obligations"
 - Revisit which Boards and Commissions actually have "decision-making authority" that would necessitate some of the more stringent requirements for Form 700, AB 1234 training, etc.
 - Better define "conflict of interest" under the existing legal statutes and case law

Sources of Boards and Commissions

- Some Boards and Commissions are legally mandated by federal and/or state laws
- Our Santa Cruz County Board of Supervisors, through the County Code, has also authorized the creation and establishment of additional subordinate Commissions and Boards.
- Generally, Commissions and Boards can be classified into:

Advisory Commissions/Boards		Decision-Making Commissions/Boards
the Board of Sup	recommendations to ervisors on specific as outlined in their and/or duties.	Advise and make recommendations to the Board of Supervisors AND
		2) Conduct Quasi-Judicial/Administrative Hearings which result in decisions that may impact a community member's life, liberty, and/or property rights, as specified in their governing statute or ordinance.

Various Examples of Commission Ordinances

Source	Corresponding County Code
Federal: Workforce Development Board Federal Workforce Innovation and Opportunity Act of 2014, Public Law 113-128	Santa Cruz County Code Chapter 2.111
State: Mental Health Advisory Board The Mental Health Advisory Board is established under the authority of Welfare and Institutions Code Section <u>5604</u> .	Santa Cruz County Code Chapter 2.104
Local Ordinance: Seniors Commission The Seniors Commission is hereby established under the authority of Government Code Section 31000.1	Santa Cruz County Chapter 2.78

JJDPC Related Statutes and Ordinance

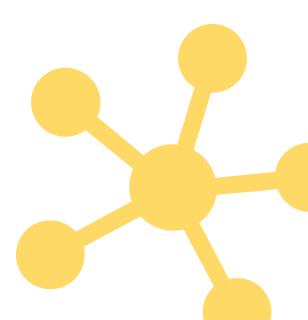
• Very unique Commission because it is a joint commission with sources of law from state and county

Juvenile Justice Commission Welf. & Inst. Code sections 225 to 231	Delinquency Prevention Commission Welf. & Inst. Code sections 233	
Presiding/Juvenile Judge	Board of Supervisors	
Section § 225 OR 226: Requirements & Membership	Section § 233: Requirements & Membership	
 Section § 229: Duties and Powers Inspect "publicly administered institutions situated in the county" Inspect "jail or lockup within the county" used for more than 24 hours 	 Powers and Duties: Work with governmental and non- governmental organizations "engaged in activities designed to prevent juvenile delinquency" 	
 Section 229.5 Inquiring into operation of group homes in the county, within certain limits 		

Chapter 2.48: Ordinance for JJDPC

MYSTERY?!?!

Difference between Ordinance and Bylaws



WHO and WHAT

Ordinance: local law that establishes, delineates, and/or clarifies authority, membership, scope of powers and duties. Must incorporate, and cannot be in conflict, with any federal or state law.

WHEN and HOW - Operational

Bylaws: When and how the group will function and operate procedurally. More easily changed and malleable.

Proposed Ordinance for Chapter 2.48

Powers and Duties

Juvenile Justice Functions Delinquency Prevention Functions Other related duties

Powers and Duties



- (A) Juvenile Justice Functions. In assisting the Juvenile Court with monitoring the safety, protection, and well-being of youth detained in local facilities, the Commission:
- Shall annually inspect any publicly administered facility or institution within the County, including Juvenile Hall and, if applicable any jail or lockup, used during the preceding calendar year for the confinement or detention of any youth under the age of 18 for more than 24 hours;
- Shall provide a written report of their inspection findings and recommendations to the Juvenile Court, Board of Supervisors, and the California Board of State and Community Corrections (BSCC);
- May hold public hearings related to administration of the above-referenced facilities or institutions as
 necessary, including requesting from the juvenile judge any subpoenas to require the attendance and
 testimony of witnesses and the production of documents at the hearings; and
- May annually inspect and inquire into the operation of any group home, or equivalent licensed congregate
 care facility, located within the County that serves wards or dependent children, with advanced notice and in
 accordance with the terms and provisions set forth in Welfare and Institutions code section 229.5.

Powers and Duties



- **(B) Delinquency Prevention Functions**. In seeking to prevent youth from entering the juvenile justice system, the Commission may:
- Advocate for needed youth-focused services by engaging with county agencies, schools, community groups, and other nongovernmental organizations to improve access to family services, healthcare, housing, education, employment, and other opportunities.
- 2) Promote effective and accessible prevention, early intervention, and diversion programs and services that are equity-focused, trauma-informed, and utilize evidence-based practices.
- 3) Support and engage in outreach activities, community forums, and other events related to advancing positive youth development and reducing delinquency risk factors.
- (C) Other related functions. The Commission may also carry out the following specific functions:
 - (1) Advise the Board of Supervisors and the Juvenile Court of pending federal and state legislation and their policy concerns and recommendations regarding such legislation.
 - (2) Serve on other relevant local advisory bodies, if invited, and as assigned by the Chair of the Commission.
 - (3) Advise the Board of State and Community Corrections, as permitted under Penal Code section 6030, and other state bodies as authorized by law.

Proposed Amendments to Chapter 2.48

Superior Court Seats:

- 5 at-large members appointed by the Presiding Judge
- At least 2 members between the ages of 14 to 21

Board of Supervisors Districts:

- 5 Members: one from each supervisorial district
- Nominated by the individual supervisor, subject to BOS concurrence
- Approved/appointed by the Judge

5 BOS/Designated Seats:

- District Attorney or designee
- Public Defender or designee
- COE/Schools or designee
- HSA/ Children's Behavioral Health Designee
- HSD/ Family and Children's Services Designee

Ex Officio Members: two nonvoting members

- Presiding Judge or their designee
- Chief Probation Officer

Thank You!



Office of the County Counsel



PROBATION DEPARTMENT OF SANTA CRUZ COUNTY

Connecting Purpose, Policy & Practice

Draft Rev. 2/20/24



STRATEGIC PLAN 2024 - 2028

PROBATION DEPARTMENT OF SANTA CRUZ COUNTY STRATEGIC PLAN

Connecting Purpose, Policy & Practice

Draft Rev. 2/20/24

2028

2024

A COMMUNITY SAFETY & WELL-BEING

GOAL: Contribute to community well-being through assistance-oriented supervision.

OUR VISION

What we strive for

A safe, equitable, and thriving community.

OUR MISSION

Our purpose

To contribute to community well-being through positive engagement, connection to services, and support for those impacted by crime.

CORE VALUES

What we believe in

OPERATING PRINCIPLES

What guides our work

Integrity

- Dignity & Respect
- Diversity, Equity & Inclusion
- Teamwork
- Staff Wellness

• 5 Pillars of Effective Service Delivery

- Client-Centered Coaching Mindset
- Creativity, Innovation & Adaptive Leadership
- Racial Justice & Structural Well-being



R CENTERING EQUITY

GOAL: Create equitable access to services and opportunities for success centering the most vulnerable populations.



C OPERATIONAL EXCELLENCE

GOAL: Improve operations through quality assurance, optimization of resources, and aligned partnerships.



STAFF DEVELOPMENT, WELLNESS & ENGAGEMENT

GOAL: Attract, develop, and retain exemplary, motivated and engaged staff.

PROBATION DEPARTMENT STRATEGIC PLAN 2024 - 2028: Connecting Purpose, Policy & Practice

Draft Rev. 2/20/24

We embrace the diversity
within our Department and our community and
strive to be responsive to the unique needs of all.
We believe that equity is fundamental for a more just
and inclusive community.

We recognize that our greatest strength is our ability to work collectively toward our vision. We adhere to the highest moral and ethical standards in our duty to serve the community.



We value all people and believe everyone should be treated fairly and with compassion.

Our most valuable asset is our staff. We believe supporting staff wellness leads to positive personal and professional outcomes.

OPERATING PRINCIPLES

• 5 Pillars of Effective Service Delivery: The five characteristics that shape our approach to effective service delivery include:

Strength-Based	Culturally Responsive	Trauma Informed & Healing Centered	Diversion & Prevention Focused	Evidence Based & Data Informed
We focus on identifying and building on the strengths and assets of those we serve to promote self-efficacy and motivation for positive change.	Culturally responsive services are critical for meeting diverse needs, building trust, advancing equity, and increasing the probability of success. This requires an awareness and respect for cultural diversity, language access, and the consideration of cultural values, traditions, and community partnerships in the development of success plans.	We acknowledge the prevalence and impact of trauma among individuals involved in the criminal justice system and the potential for healing and growth. This understanding guides the department's interactions, policies, and practices to create a safe and supportive environment for those we serve.	We are committed to connecting individuals to alternative programs, interventions, and community-based support services that address the underlying causes of unlawful behavior.	Our work is data informed and guided by evidence-based practices to ensure we are responsive and continue to be at the forefront with the latest research and best practices in the field.

- Client-Centered Coaching Mindset: The Probation Department is committed to a client-centered coaching approach that develops and strengthens the capacity of the individuals we serve to define and reach meaningful goals. We achieve this through the co-creation of strength-based success plans that acknowledge progress, promote accountability, foster personal growth, and outline viable pathways out of the system.
- Creativity, Innovation & Adaptive Leadership: We believe creativity and innovation are essential for positive change. The rapid changes in the world, the workplace, and probation require flexibility, innovation, and continuous learning for effective responsiveness. Adaptive leadership in probation stresses collaboration, problem-solving, and empowering officers and staff to make and implement creative decisions, fostering a flexible and responsive environment for positive outcomes.
- Racial Justice & Structural Well-being: We advocate for and implement policies and practices to address racial disparities in the criminal justice system and promote structural well-being. We believe it is our collective responsibility to address and disrupt the policies, practices, and attitudes that create disparities and interfere with equitable access to opportunities for success.

PROBATION DEPARTMENT STRATEGIC PLAN 2024 - 2028: Connecting Purpose, Policy & Practice

Focus Areas & Goals	Strategies	Objectives	
COMMUNITY SAFETY & WELLBEING Contribute to community well-being through assistance-oriented supervision.	i. Implement a client-centered coaching approach to support the successful completion of	I implement a training strategy focused on g competencies and skills for all staff, tailored to their role e.g., wing (MI), EPICS, Implicit Bias, and Coaching Network offerings. 2027, we will reduce revocations for technical violations in each Division.	
Create equitable access to services and opportunities for success centering the most vulnerable populations.	i. Build capacity to center equity and align practices in our collective work internally and with our partners. 3	 By October 2024, we will screen 90% of those served by Probation for Medi-Cal eligibility. 4. By March 2025, we will develop an annual Community Engagement Plan that centers equity and includes those with lived experience to inform Probation practices and training. 	
C OPERATIONAL EXCELLENCE Improve operations through quality assurance, optimization of resources, and aligned partnerships.	 i. Scale and enhance prevention and intervention services to promote positive outcomes. II. Increase efficiency and utilization of current services to optimize existing resources. iii. Establish and enhance communication channels to improve communication about Probation's work and strengthen collaboration. 	 5. By March 2026 we will develop a guide to assess adherence to service provider contracts focusing on fidelity, data, and outcome results. 6. By December 2025, we will ensure that at least 75% of all new clients are referred to programs and/or support services. By July 2024, we will establish and maintain our social media presence on two platforms to inform stakeholders about our work, spotlight our dedicated staff, and disseminate information about job opportunities and events. 	
STAFF DEVELOPMENT, WELLNESS & ENGAGEMENT Attract, develop, and retain exemplary, motivated and engaged staff.	 i. Foster a culture of wellness to support employee retention and satisfaction. ii. Develop a comprehensive training, education, and development strategy to contribute to staff success and increase overall engagement. iii. Cultivate a culture of staff appreciation and recognition that acknowledges and celebrates excellence. 9. By December 2026, we will streamline, expand, and standardize our employee onboarding, training, and rotation procedures. 10. By June 2025, we will establish a department-wide staff recognition program. 		