



Community
Partners in Action

Since 1875

CREATING A GENDER RESPONSIVE JUVENILE SYSTEM

COMMUNITY PARTNERS IN ACTION

Founded in 1875, Community Partners in Action began serving youth in 2000. To date Community Partners in Action operates 5 Juvenile Residential Programs, a Juvenile Community Service Program serving Hartford youth, and provides Recreational Services to youth in the two State Juvenile Detention Centers and two Secure Contracted Facilities.

USE OF RESTRAINTS AND ROOM TIME

During the end of 2003 our agency embarked on the transformation of our Girls Secure Facility from a Custody and Care Facility to a Relational Strength Based Program.

In 2003 The Washington Street Girls Detention Center averaged

- ❖ 33 Restraints a month
- ❖ 300 + Hours of Room Time for infractions a month

STATUS OF RESTRAINTS AND SECLUSION

In 2004 the Washington Street Girl Detention began changing the culture of the program, as a result the following reductions occurred;

1/04 – 4/04 = 14.75 restraints monthly

5/04- 8/04 = 12 restraints monthly

9/04- 12/04 = 4.75 restraints monthly

1/05-5/05 = 1.4 restraints monthly

- ❖ Effective 2004 mechanical restraints were no longer used to manage the youth in restraints
- ❖ Effective 2004 Room time was no longer used as punishment.

OUR GOAL

To establish a new culture throughout the Juvenile System that proactively meets clients needs and teaches client-self management through gender responsive approaches and services.

CREATING A GENDER RESPONSIVE SYSTEM THAT MEETS THE NEEDS OF THE YOUTH

Goals:

- Determine the extent to which the program was or was not gender-specific
- Create a culture that supported gender-specific philosophy and practice principles
- Implement new systems, programs and practices that were gender-specific
- Sustain change over time with program and systems-level quality assurance.

CREATING A GENDER RESPONSIVE JUVENILE SYSTEM

Process Included

- ❖ *Assessment*
- ❖ *Training*
- ❖ *Technical Assistance*
- ❖ *Quality Assurance*
- ❖ *Evaluation of the Outcomes*

IMPLEMENTATION

- Following the Assessment we strategically determined what steps to take in regards to implementing the changes.
- Staff were trained in stages and changes were made over a period of time.
- By implementing the changes over time staff and clients were not overwhelmed
- Staff and clients were given the opportunity to adjust to each change over a period of time.

STAFF AND CONSUMER INVOLVEMENT

- Prior to the roll out staff were interviewed and were asked for feedback.
- Program meetings were held with the clients to determine what the clients felt they needed in order to be successful in the program.
- Prior to implementing each stage of change staff attended training on the topic.
- Prior to the change and following staff training, clients attended groups on the changes.

OUTCOMES

- Dramatically Improved Safety
- Eliminated Room Time
- Eliminated Mechanical Restraints
- Reduced all “HANDS ON”
- Reduced Workmans Comp Claims
- Improved Client and Staff Sense of Safety
- Improved Client Stability
- Eliminated Locked Bedroom doors (nighttime)
- Changed and Enhanced Services Offered

CHALLENGES

- ❖ Staff had difficulty accepting the changes
felt if given some control the girls would be
“Out of control”
- ❖ Concerned about the facility becoming unsafe
- ❖ Girls had difficulty accepting the changes
- ❖ The program became more challenging during the
initial implementation

OVERCOMING CHALLENGES

- We were realistic about the potential issues
- We knew that things would get worse before they got better
- Staff were asked to give the changes three months and if things did not change for the better we would revisit the changes
- We implemented changes slowly
- We did and continue to do daily Quality Assurance to ensure consistency
- We stayed consistent through the initial challenges

LESSONS LEARNED

- Understand your population
- Pay attention to the research
- Make a commitment
- Plan
- Roll out changes slowly
- Measure outcomes

SINCE 2003 COMMUNITY PARTNERS IN ACTION HAS
CONTINUED TO REMAIN CONSISTENT IN OUR
EFFORTS TO REDUCE RESTRAINTS:

GRACE – 8 bed staff secure female program

2011- 0

2012- 0

2013- 0

BRAVE- 6 bed staff secure male program

2011- 0

2012- 0

2013- 0

SOAR- 6 bed staff secure male program

2011- 0

2012- 1 prone restraint

2013 – 0

SINCE 2003 COMMUNITY PARTNERS IN ACTION HAS
CONTINUED TO REMAIN CONSISTENT IN OUR
EFFORTS TO REDUCE RESTRAINTS:

Washington Street Secure Community Residential Program

14 bed secure female program

2011- 15 prone restraints

2012- 19 prone restraints

2013- 8 prone restraints

SAGE Secure Community Residential Program

12 bed secure male program

2011- 4 prone restraints

2012- 10 prone restraints

2013- 2 prone restraints

MOST IMPORTANT THING LEARNED

The Program will not fall apart if
the staff and the clients are

EMPOWERED

CONTACT

Doreen Thompson, Program Operation Director
Community Partners in Action
860-966-4898