

APPENDIX 7

Juvenile Court Training
2012 - 2016

Training	Training Hours	Dates	Presenters	Classifications Attending	# Attendees
DMC 101	16	Sept. 10-11, 2012 Sept. 13-14, 2012	Andrea Coleman, DMC Coordinator, OJJDP & Team	Magistrates, Management Staff, Professional, Clerical, Custodial, and Facilities Staff	176
JDAI Fundamentals	16	October 9-10, 2012	Frenando Giraldo, Rick Quinn, Brian Smith, Valerie Thompson	Cross Section of Juvenile Court employees and Community stakeholders	52
National DMC Webinar Part II	2	Oct. 24, 2012	Andrea Coleman	Cross Section of Juvenile Court employees	
Cultural Diversity Training	16	Jan. 9-10, 2013 Feb. 13-14, 2013	Dr. Rita Cameron-Wedding & Team	Magistrates, Management Staff, Professional, Clerical, Custodial, and Facilities Staff	233
Red-flag files/Probable Cause Determination, Appointment/Notification of Counsel, Detention Hearing -- Probable Cause and Notice of Changes, Scheduling a Probation Conference- Miranda Rights and Eliciting information without benefit of counsel, Court Hearing-Notice of Charges, Adverse use of information obtained in the probation conference, Pre-Court, Visit & Contact Report/probation Report	1	March 12, 2013	Steven Allen, Juvenile Court Manager	Management, Juvenile Services Counselor and Specialists	27
Non-judicial probation conference- Miranda Rights and eliciting information without benefit of counselor	1	March 15, 2013	Steven Allen, Juvenile Court Manager	Management, Juvenile Services Counselor and Specialists	27
Defense Panel Training	4.75	March 25, 2013	Sandra Simkins & Team	Juvenile Defense Panel (earned CLE credits)	40
Racial/Ethnic Disparities Reduction Training	12	March 27-28, 2013	Mike Finley - W. Haywood Burns Institute (JDAI)	JC Staff (8), Community Representatives	35
Detention Training Use of Force Suicide Prevention CPR/First Aid	8 8 8	March 21, 28, April 4, 11, 17, 2013 March 19, 26, April 2, 9, 16, 2013 March 22, 29, April 5, 12, 19, 2013	Crisis Prevention Institute TN Dept of Mental Health American Heart Association	Detention Management, Probation Counselor B, Detention Officers, Cooks, Facilities Staff	189

Strategies for Monitoring Conditions of Youth Confinement	1.5	May 22, 2013	Office of Juvenile Justice and Delinquency Prevention (Webinar)	DMC members, Detention management, CSB Management, YSB Management	10
Miranda	1	May 28, June 4, 11, 2013	Chief Magistrate Dan Michael	Probation Counselors; Probation Management	62
Basics of Performance Measurement & Evaluation	1.5	June 25 & 27, 2013	National Training & Technical Assistance Center (Webinar)	DMC Coordinator; DMC Points of Contact employees; Director of Court Services	3
Advanced Program Logic	1.5	July 9, 2013 July 18, 2013	National Training & Technical Assistance Center (Webinar)	DMC Coordinator, DMC Points of Contact employees; JDAI Rep; Director of Court Services; Counseling management	2
CSP II-2, Red-flag files, Probable Cause Determination; CSP II-3, Appointment/Notification of Counsel; CSP II-4, Detention Hearing, Probable Cause Determination/Notice of Charges	.75	July 16, 2013 September 24, 2013	Steven Allen, JC Manager	Management, Juvenile Services Counselors and Specialist	28
Implementing DMC Assessment Plans	1.5	July 23, 2013 July 25, 2013 (AM/PM)	National Training & Technical Assistance Center (Webinar)	DMC Coordinator, DMC Points of Contact employees; JDAI Rep; Director of Court Services; Counseling management	5
CSP II-5, Scheduling Probation Conference/Written Notice of Counselor; CSP III-1, Court Hearing/Notice of Charges	1	July 23, 2013	Steven Allen, JC Manager	Management, Juvenile Services Counselors and Specialist	27
Promising DMC Delinquency Prevention and Systems Improvement Strategies	1.5	July 30, 2013; August 7, 2013; August 8, 2013 (AM/PM)	National Training & Technical Assistance Center (Webinar)	Committee A, DMC Coordinator, DMC Points of Contact employees; Director of Court Services, Counseling management	8
CSP-II+6, NJ Probation Conference, Miranda Rights/Eliciting Info w/o Benefit of Counsel; CSP II-7, Adverse use of Information obtained in Probation Conference/Pre-Court; CSP II-8, Visit & Contact Report, probation Report	1	July 30, 2013	Steven Allen, JC Manager	Management, Juvenile Services Specialist Counselors	27
Pre-Sentence Report	.5	August 21, 2013	Steven Allen, JC Manager	Management, Coordinators, Juvenile Services Counselor and Specialist	38
Bricks and Mortar of Restorative Justice: Build to Withstand the Winds of Change	1.5	August 13, 2013 August 22, 2013 August 28, 2013	National Training and Technical Assistance Center (Webinar)	Judicial Staff, Committee A, DMC Coordinator, DMC Points of Contact employees; Director of Court Services, Counseling management	5
Understanding the Importance	1.5	September 5, 2013	National Training and Technical	Judicial Staff, Points of Contact employees; Director of	5

of Implementing an Effective Justice System Response for Lesbian, Gay, Bisexual, Transgender, Questioning and Intersex Youth in Custody		(AM/PM)	Assistance Center (Webinar)	Court Services; Counseling Management; Detention Management	
Effective Strategies to Help Sustain Your Quality Programs	1.5	September 10, 2013	National Training and Technical Assistance Center (Webinar)	Judicial Staff, Committee A; Director of Court Services; Counseling Management; Detention Management	4
Strategies for Effective Facility-Based Behavior Management	1.5	September 17, 2013 (AM/PM)	National Training and Technical Assistance Center (Webinar)	All Court Management	4
DMC 201	4	November 13 & 14, 2013	Andrea Coleman	Magistrates, Management Staff, and Professional	140
New/Revised Court Policies/Procedures		November 2013	Mamie Jones	Counseling Line Staff and Management	75
Explaining Miranda Rights	.5	February 20, 2014	Steven Allen, Jason Tate, Katherine Schaffler, Terry Taylor and Debra Salters (JC Staff)	Management, Coordinators and Juvenile Services Counselors and Specialists	35
Graduated Sanctions Grid	.5	April 1, 2014	Donna Gray, JC Manager	Management, Coordinators, juvenile Services Specialists and Counselors	24
Detention Training	8	March 18, 25, April 1, 8, 15, 2014	Crisis Prevention Institute	Detention Management, Probation Counselor B,	218
Use of Force	8	March 19, 26, April 2, 9, 16, 2014	Correct Care Solutions	Detention Officers and Food Services	
Suicide Prevention	8	March 20, 27, April 3, 10, 17, 2014	American Heart Association		
CPR/First Aid	4	April 25 & May 2, 2014	Dustin Keller, Director – Council on Children’s Mental Health - TCCY	Probation Counselors, and Probation Management (2014 Counselors’ In-Service)	68
Adolescent Development			Melissa McGee, Family and Youth Engagement Coordinator AND Susan “Sukey” Steckel, LMSW, Director - Statewide Systems of Care Initiative TN Dept. of Mental Health and Substance Abuse Service		

DMC 101 & 201	16	June 3 & 4, 2014	Andrea Coleman	Detention Officers and New Hire Staff	25
YASI (Youth Assessment and Screening Instrument)	16	June 2 & 3 2014	Diana Wavra, ORBIS Partners	Juvenile Services Counselors, JC Management and Public Defender	34/33
Human Trafficking Forum	8	September 9, 2014	Ed Stanton, DOJ Office of US District Attorney	Juvenile Services Counselor	1
Living and Working Effectively in Diverse World	8	September 12, 2014	Jodi Pfarr	Manager, Supervisor and Juvenile Services Counselors	6
YASI (Youth Assessment and Screening Instrument)	16	September 29 & 30, 2014	Diana Wavra, ORBIS Partners	Juvenile Services Counselors, JC Management and Public Defender	34/34
Child Welfare Trauma Tool Kit	16	December 1 & 8, 2014	Dr. Melissa Hoffman	Supervisor and Juvenile Services Counselors	5
Probable Cause Seminar	1	December 16, 2014	Judge Mark Ward, SCG Criminal Court	Magistrates	9
Anatomy of a Relapse	2	January 9, 2015	April Coggins, Bradford Health Services	Juvenile Services Counselor	1
Understanding and Utilizing The Danger Assessment for Female Victims of Domestic Violence	3.5	January 14, 2015 8:15 am – 11:45 am – Session 1 12:15 pm – 3:45 pm- Session 2	Jacquelyn Campbell, PhD, RN, FANN Ann D. Wolf, Professor at The John Hopkins School of Nursing	Juvenile Services Counselors and Specialists	6
Implementing an Adolescent Developmental Approach in Juvenile Justice	1.5	January 21, 2015	Coalition for Juvenile Justice (Webinar)	Coordinator, Management and Office of Clinical Services	3
The Raising of America	3	January 22, 2015	Gwendolyn Wright, TCCY Regional Coordinator	Management and Juvenile Services Counselors	6
Adverse Childhood Experiences	2	January 22, 2015	Dr. Vincent Felitti, Co-Principal Investigator of the ACE Study	Management	1
Domestic Violence Technical Assistance (NOVA)	7	February 12, 2015	Ruby Gray	Management	1
Team Up Youth Mentoring Partnership	6.5	February 19, 2015	Desiree Robertson, Manager – Grizzlies Foundation	Community Services Coordinator	1
School Pathways Data Collection	1	February 24, 2015	National Council of Juvenile and Family Court Judges (webinar)	Interagency Services, Administrative Services, IT, Management (CBS and YSB), Juvenile Services Specialist, JDAI Coordinator and SC DMC Coordinator	7
Juvenile Delinquency Prevention Conference	7	February 25, 2015	Denise Bentley, Youth Court Presenter	Coordinator	1

Raise the Bar	4.16/3.58	February 26, 2015	TN commission on Continuing Legal Education & Specialization	Management	2
A Framework -Understanding Economic Classes	8	March 3, 2015	Dr. Ruby Payne	Juvenile Services Counselors and Office of Clinical Services	13
Juvenile Justice and Detention Reform	8	March 10, 2015	Dr. Altha Stewart, Shelby County Public Defender's Officer	Research Specialist	1
Child Advocacy Conference	11	March 10-11, 2015	Linda O'Neal, Executive Director of TN Commission on Children and Youth	Management	1
Implementation Sites Project All-Sites Conference	8	March 19-20, 2015	National Council of Juvenile & Family Court Judges	Judicial and Management	3
Explaining Miranda Rights	.5	March 24, 2015	JC Staff - Video	Juvenile Services Counselors	5
Everyday issues in Juvenile Court	12	March 24-26, 2015	Dr. Sheila Peters, Psychologist with Greene, Peters, and Associates and Assistant Professor of Psychology at Fisk University	Juvenile Services Counselors and Community Services Coordinator	5
TJCSA Conference	6	April 9, 2015		Juvenile Services Counselors and Specialist	3
DCS Custody for Transition to Adulthood	3	April 13, 2015		Juvenile Services Specialist	1
Criminal Intelligence & Analysis	40	April 13-17, 2015	Ken Sanz, Law Enforcement Training and Consultation	Research Specialist	1
Youth Violence: Bullying & Cyber Bullying	2.5	April 22, 2015	Len Edwards, Executive Director of COMEC	Management and Coordinators	3
Juvenile Justice Policy Academy Action Network	5	April 30, 2015	Dr. Altha Stewart, Shelby County Public Defender's Office	Management and Juvenile Services Counselor	2
Stewards of Children	2	May 6, 2015 and June 16, 2015	Keita Cooley, Prevention Specialist - Child Advocacy Center	Judicial, Management, Juvenile Services Counselors and Specialist (1)	23
Do We Need Mental Health Court(s) in Shelby County	2	May 12, 2015	Judge Phyllis Gardner, General Sessions Court	Coordinator	1
TJCSA Conference	8	May 21, 2015		Management, Coordinators, Juvenile Services Counselors and Specialist (1)	17
Helping victims of crime and their families move from crisis	1.5	May 26, 2015	Dr. Katherine Lawson, Executive Director of Victims to Victory and	Management and Juvenile Services Counselors	11

to comfort			Brenda Alexander, Program Specialist with Victims to Victory		
Universal Parenting Places	2	May 26, 2015	Rev. Keith Norman, First Baptist Church	Management	2
Collaboration/Leadership Commitment for Reform – Debriefing of ERC	7	May 27, 2015	Chicago, IL – Cook County	Management	1
Racial Impact Statements	1.0	June 1, 2015	Coalition of Juvenile Justice’s Ethic and Cultural Diversity Committee (Webinar)	Management	2
Children with physical and intellectual disabilities	1.0	June 2, 2015	Malissa Duckworth, MSSW; Ashely Annestdet, LCSW – UT Boling	Management and Juvenile Services Counselors	16
JDAI Site Visit	15	June 10, 2015	Chicago, IL – Cook County	Judicial, Management and JDAI Coordinator	5
Criminal Intelligence & Analysis	40	June 15 – 19, 2015	Steven Gottlieb, Executive Director of Crime Analysis Applications	Research Specialist	1
Shelby County Schools Suspensions and Expulsions	1	July 23, 2015 October 22, 2015	Gary Greer, Alternative Schools Analyst	Management, Coordinators and Juvenile Services Specialist & Counselors	41
Teen Sex-ting	1	July 23, 2015 September 10, 2015	Shelby County Sherriff’s Crime Prevention Bureau – Officers Wooten & Coleman	Juvenile Services Counselors & Specialists, and Coordinators	48
Common Sense Safety	1	July 23, 2015 September 10, 2015	Shelby County Sherriff’s Crime Prevention Bureau – Officers Wooten & Coleman	Juvenile Services Counselors & Specialists, and Coordinators	37
Title VII Training	2	July 28, August 11 & 20, 2015	Kim Koratsky, SC Chief Litigation Attorney	Management and Coordinators	37
Bullying Prevention	1	July 30, 2015 September 17, 2015	Shelby County Sherriff’s Crime Prevention Bureau - Officer Clark	Juvenile Services Counselors & Specialists, Coordinators and Interns (2)	38
Street Gang Awareness	1	July 30, 2015 September 17, 2015	Shelby County Sherriff’s Crime Prevention Bureau – Officer Clark	Management, Juvenile Services Counselors & Specialists, Coordinators and Interns (1)	39
Drug and Alcohol Awareness	1	July 30, 2015 September 17, 2015	Shelby County Sherriff’s Crime Prevention Bureau – Officer Clark	Juvenile Services Counselors & Specialists, Coordinators and Interns(2)	41
TJCSA Conference	12	August 3, 2015		Management, Coordinators, Juvenile Services Counselors and Specialist (1)	12

Operation Safe Community	17.50	August 3, 2015	Miami Dade, FL	Management	1
Criminal Investigative Analysis	40	August 17-20, 2015	Kenneth Morris, Criminal Investigative Analyst	Research Specialist	1
Common Delinquency & Truancy Issues	2	August 20, 2015	Thomas Coupé, Juvenile Court Administrator	Juvenile Services Counselors & Specialists and Coordinators	30
Lunch & Learn -	2	August 25, 2015	Barbara Jackson	Coordinator	1
Police, Youth and Community Relations Webinar	1	August 26, 2015	Coalition for Juvenile Justice	Coordinator and Juvenile Services Counselor	2
Mental Health First Aid	8	August 26, 2015	Janiece Williamson, LSSW, LCSW	Juvenile Services Specialists	1
Gang Activity	1.5	August 27, 2015 October 22, 2015	Jimmy Chambers, Investigator with Shelby County District Attorney's Office	Juvenile Services Counselors & Specialists, Coordinators and Intern	40
Bradford Health Services	3.5	September 3, 2015 September 24, 2015	Angela Camp, National Coordinator of Adolescent Marketing	Juvenile Services Counselors & Specialists, Coordinators and Interns (2)	32
Clinical Services Overview	1	September 10, 2015 November 17, 2015	Dr. Tucker Johnson, OCS Contractual	Juvenile Services Counselors & Specialist (1), Coordinators and Interns (2)	32
Living and Working Effectively in A Diverse World	6	September 17, 2015	Jodi Pfarr, M.Div. and President of J Pfarr Consulting	Management, Coordinators, Juvenile Services Counselors	9
Who Moved My Cheese	2	September 22, 2015	Ora Applewhite, SCG Training	Coordinator	1
De-Horning Workplace Bullies	2	September 23, 2015	SC Government	Supervisor	1
JDAI – MPD	4	September 26, 2015	Mark Soler & Keri Nash	Coordinator	1
Partners in Prevention by a Step Ahead	1.5	September 29, 2015	Vernecia Gibbs & Claudia Haltom	Management, Coordinators, and Juvenile Services Counselors	19
Warning Signs of Domestic Violence Abuse	1.5	October 8, 2015	Anna Whalley	Coordinator	1
Four Steps to a More Organized Life	1	October 14, 2015	Cigna Webinar	Management, Coordinator and Juvenile Services Specialist	3
Youth Services Bureau and Evaluation & Referral Overview	1	October 15 & 29, 2015	Frances Gonzales and Nancy Roll	Management, Coordinators, Juvenile Services Specialist and Counselors	31
Volunteer Services Overview	1	October 15 & 29, 2015	Nataki Oyeleye and Tonya Watson	Management, Coordinators, Juvenile Services Specialist and Counselors	28

Memphis Child Advocacy Center	2	October 21, 2015	Kris Crim, Prevention Director; Meagan Banet & Keita Cooley, Prevention Specialist	Management	1
The Sex Trafficking of Minors	2.5	October 22, 2015	Sponsored by the Memphis/Shelby County Children and Youth Council	Management, Coordinators and Juvenile Services Counselor	6
International Association for Truancy and Dropout Prevention (IATDP)	24	October 25-28, 2015	Conference Keynote Speakers: William B. Courtney, Academy Award Winner and Author; Honorable Steve Teske, Chief Judge of Clayton County, Georgia Juvenile Court; Terrell "TJ" Johnson, National Prevention & Intervention Specialist	Management, Coordinators and Juvenile Services Specialist	11
Neo -Gov Perform System (Evaluation Process)	2	October 27, 2015	Ora Applewhite and Sherman Richard, Training Coordinators	Management and Coordinators	27
Developmental Health Needs of Children Care Webinar	1	October 29, 2015	Dr. Theodora Pinnock, AOC	Management and Juvenile Services Specialist	2
2014 Core Curriculum Training	27.7/16	November 2-6, 2015	Tennessee Council of Juvenile & Family Court Judges - Conference	Juvenile Services Counselor Management & Juvenile Services Specialist	1/2
LGBT Youth in Juvenile Justice Webinar	1	November 2, 2015	Christina Gilbert, Director, The Equity Project; Lisa Belmarsh, Director of Policy and Training, Massachusetts Department of Youth Services and Laura Garnette, Chief Probation Officer, Santa Clara County Probation	Management, Coordinators and Juvenile Services Specialist	5
Shelby County School Disciplinary Process	1	November 10, 2015	Dr. J.B. Blocker, IV, Shelby County School System	Management, Coordinators and Juvenile Services Specialists and Counselors	30
Understanding Mental Illness	2	November 10, 2015	Judy Bookman, SC Asst. Director of EAP	Coordinator	1
Yoga/Pilates - Wellness Session @ work	1	November 12, 2015	Beth Cosi, Go Interactive Wellness	Management, Administrative Staff, Coordinators, Juvenile Services Specialist and Counselors	17
Hopeworks	1.5	November 12, 2015	Amy Braden, Placement & Retention Specialist	Coordinator	1
Custody & Visitation Rights of Non-parents	2	November 17, 2015	Thomas Coupé, Administrator	Coordinators, Juvenile Services Specialist and Counselors	21
Introduction to Analyzing Juvenile Behavior Webinar	1.5	November 20, 2015	OJJDP	Coordinator	1
Human Trafficking Response at the State and Local Level Webinar	2	November 23, 2015	Kathleen Mercier - CJJ	Management and Juvenile Services Specialist	2

Sex Trafficking of Minors Part 2	2.5	December 3, 2015	Whitney Maxey Trotter, Restore Corps; Beverly Doggrell, Memphis Shared Hope International; Mychell, FBI	Coordinators and Juvenile Services Counselors	6
Active Shooter Awareness	1.5	December 8 & 9, 2015	Tom Hassell, Special Agent – FBI	Management, Coordinators, Juvenile Services Counselors and Staff	13
Implement School-Based Diversion for Youth with Behavioral Health Needs Webinar	1	December 9, 2015	Jacqui Green	Coordinator	1
The Challenge of Females Programs in Juvenile Justice System – Webinar	1.5	December 9, 2015	Paula Schaefer, Leslie Acoca and Laurie Schaffner – NPJS/JDCAP	Coordinator	1
Past is Present: Examining the Long Term Effects of Historical Trauma in Racial & Ethnic Minorities	2	December 17, 2015	Dr. Gregory Washington, Ph.D., LCSW- University of Memphis	Management & Coordinator	2
New Horizon Computer Learning Center	8	2015: July 17; October 7, 14, 16, 28, 29; September 29; November 4, 13, 17, 18, 19; December 3, 11, 17, 22	Access-Part 1 & 2; Word 2010-Part 1, 2 and 3; Excel-Part 1,2 & 3; Outlook 2010 – Part 1 & 2; Crystal Reports 2013-Part 1 & 2; PowerPoint -Part 1	Management, Administrative and Clerical	24
Clerical Training (SCG)	40	January 20 & 27, 2016; February 4, 10 & 17, 2016	Ora Applewhite	Clerical Specialist	3
Electronic Monitoring	4	January 21 and February 17, 18 and 24,2016	Beth Whiting	Management, Juvenile Services Counselor and Specialists	23
Police/Community Trust: Local & National Perspective Webinar	1.5	January 27, 2016	OJJDP	Coordinator	1
Trauma 101	3	January 28, 2016	Dr. Catherine Simmons, University of Memphis	Management, Juvenile Services Counselors and Intern	8
Active Shooter Awareness	1.5	February 3, 2016	Tom Hassell, Special Agent – FBI	Management, Coordinators, Juvenile Services Counselors and Administrative/Maintenance	2
Who Move My Cheese	2	February 4, 2016	Ora Applewhite	Coordinator & Juvenile Services Counselors	4
Time Management Webinar	1	February 9, 2016	SC Government – Daisha Hankle	Clerical Specialist	1
Supervisor School (3 day)	22.5	February 11, 2016	Ora Applewhite, Wayne Puckett & Richard Sherman, SC Training	Coordinator	1

Cigna Wellness -- Blood Pressure Awareness	1	February 16, 2016	Brenda Speight, SC Government	Management, Coordinators, Juvenile Services Counselors and Specialist, Child Support & Clerical	12
Ace in the Hand of Policy Reform	6	February 19, 2016	Key Note Speaker: Mark Soler, Executive Director – Center for Children’s Law & Policy; Stephen Bush, Shelby County Public Defender; Chris Peck, State Coordinator, Tennessee ACE Project; Honorable Dan Michael, Chief Shelby County Juvenile Court Magistrate; Senator Mark Norris, State of Tennessee Senate Majority Leader	Management, Coordinator and Juvenile Services Counselor	3
Promoting Healthy Pregnancies and Babies	2.5	February 24, 2016	Belinda Simpson, Sister Reach Michelle Taylor, MD, DrPH – SC Health Department Belinda Simpson, A Step Ahead	Management	1
Trauma 101 – Part 2	2	February 25, 2016	Dr. Catherine Simmons, University of Memphis	Management, Juvenile Services Counselors, Consultant and Intern	9
Mental Health First Aid	8	February 25, 2016	Janiece Williamson, LSSW, LCSW	Management, Coordinators, Juvenile Services Specialists and Counselors	6
CANDLE Study & Resilience Lunch & Learn	1.5	February 29, 2016	Dr. Frances Ylavsky	Coordinator	1
A Framework for Understanding Socio Economic Differences	4	March 2, 2016	Dr. Ruby Payne	Management and Juvenile Services Counselors	3
Public Health Strategies for Effectively Preventing Violence (Webinar)	1.5	March 2, 2016	Neil Rainford and Reshma Mahendra	Coordinator	1
Self Defense Seminar	1	March 2, 2016	Grandmaster Patrick Wrenn	Management	1
Promoting Resilience in Our Children – Lunch & Learn	1.5	March 7, 2016	Dr. Altha Stewart	Juvenile Services Counselors	2
Children’s Advocacy Days - TCCY	8	March 8 & 9, 2016	Tennessee Commission on Children and Youth	Management	1
Trauma Education Series:	2	March 10, 2016	Dr. Sean Joe	Management, Coordinators and Juvenile Services	12

Examining & Addressing Exposure to Violence, Suicidality and Psychological Distress Among Black Youth				Counselors, Consultant and Intern	
S.H.A.P.E. (School House Adjustment Program Enterprise)	1.5	March 15, 2016	John Hall, Shelby County Schools	Management & Coordinators	3
Effective Communication Webinar	1	March 16, 2016	Shelby County Government Training	Administrative Technician and Coordinator	2
Prioritizing Safety when Working with Gangs Members Webinar	1	March 16, 2016	OJJDP - National Gang Center	Juvenile Services Counselor and Coordinator	2
Tennessee Juvenile Court Services Association	8	March 17 & 18, 2016	Mark Strange, Assistant DA 4 th Judicial District; David Taliaferro, Jefferson County Sheriff's Department; Angie Tucker & Angela Teffeteller, Camelot Care; Amy Dolinky, Tennessee Suicide Prevention Network; Jonathan Weaver, Drug Enforcement Agency	Juvenile Services Counselor	1
Introduction to Special Education Workshop	3	March 18, 2016	Martha Lopez	Juvenile Services Counselor	1
Tennessee Council of Juvenile & Family Court Judges (TCJFCJ)	13.9	March 22-24, 2016	Everyday Issues in Juvenile Court – various presenters	Juvenile Services Counselors	3
Performance Coaching	2	March 29, 2016	Ora Applewhite, SCG Training Dept.	Management and Coordinator	2
Regions Bank at Work Seminar	1.5	March 29 & 31, 2016	Rakia Kirby, Financial Services Specialist; Erika Knight, Branch Team Manager	Management, Coordinators, Juvenile Services Counselors and Specialist, General Staff	14
Incarcerated youth Speaking Out for Change	2	March 30, 2016	Sponsored by BRIDGES	Management, Coordinator and Juvenile Services Counselors and Specialist	14
Youth Mental Health First Aid	8	April 1, 2016	Dr. Jerry Watson and Dr. Desiree Watson, National Council for Community Behavior Healthcare	Management, Juvenile Services Counselors and Specialist, Administrative	9
Human Trafficking Awareness Training	3.5	April 6, 2016	Scott Santoro, Federal Law Enforcement Training Center – Blue Campaign Training Advisor	Management	2

Stewards of Children	2	April 6 & 21, 2016 May 4, 2016	Megan Banet, M.A., Prevention Specialist – Keita Cooley, Prevention Specialist – Child Advocacy Center	Juvenile Services Counselors, Management, Magistrates and Consultant	23
Expanding Healthy Moms/Happy Babies: Spotlight on our new young mothers safety card Webinar	1.5	April 8, 2016	Heather Baeckel, MSW Supervisor, Insights Teen parent Services Rebecca Levenson, MA, Consultant, Futures Without Violence Erin Fairchild, MSW, Defending Childhood Initiative Coordinator, Multnomah County	Coordinator	1
Defending Childhood State Policy Initiative Training Solicitation Review Webinar	1	April 11, 2016	Jennifer Yeh, OJJDP – Deputy Associate Administrator State and Community Development Division Carmen Santiago-Roberts, OJJDP Program Manager State and Community Development Division	Coordinator	1
Active Shooter Awareness and Prevention Presentation	1.5	April 14, 2016 June 9, 2016	Officer Terry Donald, SC Office of Preparedness Dale Lane, Director of Office of Preparedness	Management, Juvenile Services Counselors and Specialist, Coordinators, General Court Staff and Juvenile Court Clerk Staff	37
Adverse Childhood Experiences	2	April 14, 2016	Loraine Swanson Lucinski, M.P.H.	Management and Juvenile Services Counselor	2
TJCSA Mini Conference	8	April 14 & 15, 2016	Various Speakers	Juvenile Services Counselor	1
STEP, Inc. IEP (Individual Education Program) Development	3	April 15, 2016	Martha Lopez	Juvenile Services Counselor	1
UCI Lunch and Learn: Red, White and Bruises: Child Maltreatment in the USA	1	April 15, 2016	Stephen Bavolek	Coordinator & Contractual (OCS)	2
Trauma Informed Care for Faith Communities	2	April 28, 2016	Dr. Katherine Lawson, Executive Director of Victims to Victory Inc.	Management	1
Child Witness 2016: Update on Research & Practice Webinar	1.5	April 28, 2016	Thomas Lyons, PhD, JD	Coordinator	1
Girls and Juvenile Justice System Webinar	1	May 3, 2016	Callie Murry, OJJDP	Management and Consultant	2
Interview Strategies with Native Americans	1.5	May 5, 2016	Melissa Riley, PhD – OJJDP	Coordinator	1

TJC West Regional Mini Conference	8	May 5 & 6, 2016	Various Speakers	Juvenile Services Counselors , Management and Consultant	13
Successfully Managing People	2	May 10, 2016	Wayne Puckett, Deputy Administrator – SC Training	Management	2
OJI Refresher	4	May 12, 2016	Jacqueline Watkins, SC OJI Coordinator	Management & Coordinator	2
Southern Region IPMA – HR	48	May 13- May 18, 2016	Various Presenters	Management	1
Recognizing and Addressing Trauma in Children	2.5	May 16, 2016	Melissa Hoffman, Ph.D. – UT Health Science Center	Management, Juvenile Services Counselor , Coordinator Intern, and Consultant	6
Becoming a Trauma Responsive Community	3	May 19, 2016	Dr. Nancy Hardt, MD – Gainesville, FL	Juvenile Services Counselors and Consultant	5
360 Degree Leader	2	May 19, 2016	Ora Applewhite, Training Coordinator – Shelby County	Management	1
DOL’s Final Rule Revising OT Exemptions Webinar	1	May 23, 2016	Salvador Simao and David Kim – Ford Harrison – Global HR Lawyer	Management	1
Assertiveness Training 101	2	June 3, 2016	Ora Applewhite, SC Training Coordinator	Management	1
Social Security Administration	1	June 6, 2016	Ann Clifton, Public Affairs Specialist	Management, Juvenile Services Counselor, Coordinator, Maintenance and Juvenile Court Clerks’ staff (3)	28
National Juvenile Court Data Archive	16	June 9 – 10, 2016	NCJFCJ, NCJJ and OJJDP	Data Analyst and Management	2
Positive Interventions and Effective Strategies	6	June 10, 2016	Dr. Laura Riffel, West TN Behavior Support Projects	Management	1
JCS Training – Part 1	1	June 14 & 21, 2016	Dr. Aimeé Burgdorf, JC Data Analyst	Management, Coordinators, Juvenile Services Counselors II and Specialist II and Clerical Staff	82
Men Healing Men and Communities Think Tank	6.5	June 16, 2016	Dr. Troy Harden – Northeastern Illinois University and Dr. Jerry Watson – Rust College/ Dept of Social Work	Juvenile Services Counselor, Consultant and Intern	3
EEO & Harassment Prevention Training	3	June 17, 22 & 28, 2016 August 2, 16 & 25, 2016	Richard Sherman, SC Training Coordinator	Staff	134
National Summit on Preventing Youth Violence Baltimore, MD	21	June 27-29, 2016	OJJDP & DOJ Stakeholders from 30 cities	Management	1
SCG Retirement – So You Think You Want to Retire	8	June 29, 2016	SCG Retirement Office	Management	1

JDAI Summit	5	June 30, 2016	Featured Speaker: James Bell, Executive Director, W. Haywood Burns Institute in Oakland, CA	Management, Coordinators, Juvenile Services Counselors and Specialist, Support Staff and Consultant	66
IntelliTime Training	4hrs/ 8hrs	July 19-July 21, 2016 (4hrs & 8hrs sessions)	New Horizon – Chris Rusty	Management	35
Attendance Policies in Shelby County Schools	1	July 20, 2016	Mothers of the Nile – Angela Hargrave Director	Management	1
Domestic Violence: A Pathway for Girls into the Justice System - Webinar	1.5	July 25, 2016	OJJDP – Frances Mendez, Project Director	Management	1
Volunteer Memphis/Web Management Overview	1	August 1, 2016	Lasonya Harris	Juvenile Services Specialist	1
IntelliTime Training (staff)	1	August 3-5, 2016 (Nine 1 hour sessions)	Brenda Johnson and Martha Taylor	Staff	93
TJCSA	12	August 14-17, 2016	Various Presenters	Management, Coordinators and Counselors	33
DMC 101	16	August 17& 18, 2016	Mark Soler, Tiana Davis and Jennifer Lutz Center for Children's Law & Policy	New Hire Staff & Partnering Agencies (21)	49
DMC 201	4	August 19, 2016	Mark Soler, Tiana Davis and Jennifer Lutz Center for Children's Law & Policy	Current Staff & Partnering Agencies (3)	101
STEP, Inc. Communication Workshop – Conflict, Negotiation & Conflict Resolution	3	August 19, 2016	Martha Lopez	Juvenile Services Counselor	1
IntelliTime	4	September 14 -16, 2016	New Horizon – Chris Rusty	Management	1
Overcoming Stumbling Blocks to High School Graduation	2	September 15, 2016	Lisa S. Miller, Attendance/Discipline Hearing Official – Shelby County Schools	Management and Juvenile Services Counselor	2
Understanding Trauma in the Context of Juvenile Justice	1	September 16, 2016	Isaiah Pickens, PhD	Juvenile Services Counselor	1
Electronic Monitoring	7/3.5/5	September 19 (7hrs), 20 (7hrs) 21 (3.5hrs), 2016; December 20 & 22m, 2016 (30 minutes)	H. Bennett and T. West; Anthony Clear and Jennifer McMillian, JSC's II	Juvenile Services Counselor	55
Trauma Through the Lens of	7	September 29, 2016	Isaiah Pickens, PhD	Judicial staff & Juvenile Services Counselor	2

Culture					
IntelliTime	4	October 3, 2016	New Horizon – Chris Rusty	Management	5
Moral Reconciliation Therapy	32	October 3-6, 2016	Correctional Counseling Inc.	Management	1
So You Think You Want to Retire – Plan C	8	October 12, 2016	SCG Retirement Office	Juvenile Services Counselor & Administrative Staff	2
TCJFCJ – Core Curriculum Training	16	October 24, 2016	TCJFCJ – (Varies Speakers)	Juvenile Services Counselor	2
Community Response to ACES	2.5	October 26, 2016	Kiersten Hawes (Universal Parenting Place), Mona Ford (FACES), Shandrian Gwinn (Lebonheur Children's Hospital) and Dr. A. Stewart	Management and Juvenile Services Counselor	4
Interstate Compact for Juveniles	2	October 26, 2016	Cathlyn Smith, Corrie Copeland and Quincy Hughes – TN ICJ	Management and Juvenile Services Counselor	3
Workplace Safety	1.5	October 27, 2016	Grandmaster Patrick Wrenn	Staff	39
Employee Education Series	3.5	November 2, 2016	Sherman Richard, SC Training Coordinators	Executive Secretary	1
Supervised Parenting Time, New Light at the End of the Tunnel - CLE	1	November 2, 2016	Shari Myers	Court Attorney's (3) and Guest Attorney's	11
Intellitime (Internal Staff)	1	November 4, 7, 9, 2016	Brenda Johnson and Trisha Monteil	Management and Staff	100
DMC St. Louis	3	November 11, 2016	Bridgette Bowman, DMC Coord	Management	1
Title IV-D Issues in Juvenile Court	1	November 15, 2016	Cory Breece	Court Attorney's (3) and Guest Attorney's	13
American Criminology Society	21	November 16-19, 2016	Various speakers	Management and Intern	3
Holiday Survival	1	November 22, 2016	Brenda Speight, CIGNA Wellness/Shelby County Gov	Management, Juvenile Services Counselors	12
Taking a Case from Juvenile Court to the Court of Appeals	1	November 22, 2016	Warren Campbell	Court Attorney (1) and Guest Attorney's	14
DMC 201 (make-up session)	4	November 29, 2016	Bridgette Bowman, DMC Coord	Staff	6
TN ACES Initiative	17	November 30 – December 1, 2016	Varies speakers	Management, Coordinators, Juvenile Services Counselors	2
Protecting Children from	2	December 9, 2016	Kim Jones, Compass Intervention	Management and Juvenile Services Counselors	5

ACES and Trauma			Center		
New Horizon Computer Learning Center	8	2016: January 21, 25, 27, 29; February 2, 4, 9, 16, 23; March 2, 8, 30; April 14, 21; May 3, 4; August 31; September 9, 20, 22, 29; October 21, 26; November 8, 9, 15; December 8	Access-Part 1 & 2; Word 2010-Part 1,2; Excel-Part 1,2 & 3; Outlook 2010 -- Part 1& 2; PowerPoint --Part 1 & 2	Management, Coordinators, Administrative and Clerical	45
Catalyst for Change	1	January 25, 2017	Shane Baily, DeVry Institute	Management & Coordinator	4
Supporting Parents and Caregivers with Mental Health Issues	1.5	January 26, 2017	Melinda Hardin, TN Western Regional	Gwendolyn Wright	8
Autism Awareness for Justice Personnel	1	February 7, 2017	Trish Ieraci	Juvenile Services Specialist	1
Lives Worth Saving	3.75	February 9, 2017	Rachel Haaga and Sheila Daniels	Management, Coordinators and Juvenile Services Counselor	4
SC Relative Caregiver Program In-service	1	February 15, 2017	Teresa English, MSSW, Program Administrator; Shunta Parrish, Outreach Coordinator; and Ebony Stanback, Program Intern	Management, Coordinator, Administrative Staff, Juvenile Services Specialist and Juvenile Services Counselor	13
Juvenile Justice Cross-Systems Mapping Workshop	12	February 21-22, 2017	Policy Research Associates, Inc.	Judicial and Management	5
Empowered Parents Forum	2	February 27, 2017	Leon Gray, Kimbrell Owens, Heather Mclemore, Lisa Hill and Bridgette Bowman	Staff (10) and Partnering Agencies	73
A Framework for Understanding Poverty	7	March 1, 2017	Dr. Ruby Payne	Juvenile Services Counselor, Contractual and Intern	5
Building Bridges to Connect Community partners, Children & Families	2	March 2, 2017	Quincy Morris, Connie Booker, Tammie Williams, Tawana Leland, Jacqueline Sandidge	Juvenile Services Counselor	1
New Horizon Computer Learning Center	8	2017: January 22	PowerPoint --Part 1	Management	1

APPENDIX 8



Juvenile Court of Memphis and Shelby County

616 ADAMS AVENUE MEMPHIS, TENNESSEE 38105

MEMORANDUM

To: Michael Leiber, Ph.D., Equal Protection Monitor

From: Pam Skelton, CAO, Juvenile Court of Memphis and Shelby County

Re: Updates on items discussed at meetings

Date: February 23, 2017

The purpose of this memorandum is to reduce to writing our Equal Protection Strategic Planning Committee meeting. Those in attendance (and members of the committee) were: Bill Powell as advisors; Kimbrell Owens, Aimee Burgdorf, Bridgette Bowman, Avis Allen, Lisa Hill, Matthew John, Tom Coupe, Leon Gray, and Pam Skelton as committee members; John Jones, Assistant Shelby County Attorney

We began by going through the "Summary of Meetings" provided by Dr. Leiber, and discussed short term and long term items and projects. The following is a breakdown of these projects/items:

Short Term (defined as underway or completed no later than Dr. Leiber's visit during the last week in September):

A. Webpage (Aimee Burgdorf)

1. All items under this topic are anticipated to be handled in the short term.

- **RRI #s will be updated on the Dashboard and will reflect a decrease in numbers.**

B. Community Outreach (Kimbrell Owens/Bridgette Bowman/Matthew John/Tom Coupe)

1. Cease Fire program is scheduled on the 4th Tuesday of each month. **(Schedule posted to Dashboard/Social Media Sites)**

2. Parent Orientation class is scheduled on the 2nd Tuesday of each month. **(Schedule posted to Dashboard/Social Media Sites)**

- Parents have been participating (both with children who are in the system and children who have had contact with the court).

- The court has been adamant with following up with Parents in attendance.

3. Internal meeting will be held with Community Outreach team (Gary, Bridgette, Tom and Pam) to produce a schedule for quarterly community meetings along with topics to be discussed at each meeting. **(Schedule posted to Dashboard)**

4. Community meetings began in September 2016 (please see Long Term goal of making this a quarterly meeting).

- **Next meeting is scheduled for March 15^h 2017, TBA Location.**
 - **Dr. Altha Stewart (new president of the American Psychiatric Association) will be the newest addition speaking on Trauma Informed Court.**
5. Citizens Police Academy is held one day a week, 9 week course for three hours a week at various precincts throughout the city. A representative for Juvenile Court attends each session to speak with the group.
- **See Attached Memo for program details and schedule**
6. Speakers Bureau is where all requests for JC staff to speak at community events are funneled through and approved. The Bureau created a request form that must be completed by the requesting parties and pre-approved by the Chief of Staff & Court Services Director. This Bureau has been a great addition to the court and continues to help us facilitate a knowledge presence in our community.
7. JDAI- Kimbrell is continuing with sustainability. In addition, she is working with Kirk Fields to attend Sheriffs Meetings and planning the upcoming annual meeting in April.
- **Facility Assessment will be underway soon.**
8. Kimbrell Owens and Lisa Hill are working on developing a video as a message for both youth and parents to inform/educate them on law enforcement officers. This video will be shown to parents and school-aged children. First phase will be shown at Parent Forums, then PTAs, other community engagements and so on. The video will also be placed on the Juvenile Court website as well as the Shelby County School website.
- **First Parent Forum scheduled for February 27th**
 - **Video is close to completion**
9. Countywide Juvenile Justice Consortium (CJJC)
- **Have four (4) new members (Lakisha Harper, Thomas Momberg, Anne Thomas, and Michael Thomas).**
 - **Mr. Thomas is a high school student and satisfies CJJC By-Law requirement regarding have a Consortium member under the age of 21**

C. Referral

1. Meeting with MPD top management was held on August 11, 2016 at the Airways Precinct at 9:00 a.m. to discuss LEAP numbers/evaluations and to discuss alternatives to detention for youth charged with Domestic Violence.
- **Pam Skelton and Bridgette Bowman attended their first MPD Academy on February 1st, and spoke about the LEAP program with regards to how to best utilize it to the attending officers**
 - **Training has been going great.**

2. More intimate meeting with Interim MPD Director Rallings and Deputy Director Ryall to be scheduled after the above meeting and before the end of September.
 - **Will update MPD with numbers on LEAP during Quarterly Meetings**
 - ****Next meeting will be March 1, 2017.**

3. Court was awarded \$25K for Porter Leath beds and an additional \$20k+ has been requested under the federal to county DCI (Defending Children's Initiative grant) for the 2016-2017 Fiscal year. The draft budget request has been approved by DCI and we anticipate final approval by the end of September.
 - **RFP for additional beds is in the scoring process and will be back to county purchasing department in the coming days;**
 - **MOU has been signed between the court and Youth Villages for beds for both boys & girls; MOU is currently being reviewed by County Attorneys and expect to be complete in January.**

4. The Sheriff's office conducts a review meeting every morning at 8:30am and communicates with Court staff (Kimbrell Owens, Magistrate Erguden and Pam Skelton) as to any children who may be eligible for release.

5. The Court staff discusses internally these communications from the Sheriff's office each day to determine release eligibility, as well as conducts a weekly expedite meeting with Court staff, defense attorneys, Public Defenders, and the District Attorney General's office. This meeting is scheduled each Tuesday afternoon at 2:30 p.m., and monthly reports will be submitted starting end of August, 2016. Expedite results from March-present are as follows:

January 2017

7 Expedited youth reviewed

5 Released

0 Recidivated

The longest Length of Stay of those youth released during this period was 52.48 days.

6. A plan to review summons for the charges viewed as minor misdemeanor offenses (particularly those included in the SHAPE program) will be completed and submitted before the end of September (this item is for Referral numbers and for Non-judicial handling to determine if some of the summons can be handled with no contact or minimal contact/lowest diversion sanctions.
 - **Team meets every Tuesday & Thursday.**
 - **Summons criteria for tracking and not processing, include:**
 - **School action**
 - **Parents sign/handle on the scene**
 - **Facts in narrative don't meet offense classification/basicly probable cause not met**
 - **No court action required nothing the court could do to assist or address the situation**
 - **Age criteria**
 - **Review will rotate every 6 months**

- **All information gathered is being recorded and updated**
 - **Summons Review of numbers are showing a reduction in DMC (data will be sent at a later date)**
7. The outside CAPSTONE project may be revisited and the group plans to meet in the next two weeks to determine viability. We should have a report from Lisa Hill by mid-August and we will update when received.
- **See attached-Capstone (provided by Lisa Hill)**
 - **Looking into a facility in Frayser (early stages- long term goal)**
- D. Secure Detention
1. Meeting with MPD top management was held on August 11, 2016 at the Airways Precinct at 9:00 a.m. to discuss LEAP numbers/evaluations and to discuss alternatives to detention for youth charged with Domestic Violence.
- **Addressed previously**
2. More intimate meeting with Interim MPD Director Rallings and Deputy Director Ryall to be scheduled after the above meeting and before the end of September; items to discuss are LEAP education and when to transport.
- **Addressed previously**
3. First meeting on potential DAT changes held on Wednesday, August 03, 2016. It was decided that all DAT's would be reviewed for those detained in the month of August to determine what new changes implemented may have the most effect. Reviews to occur during the month of August as a Short Term goal, to then determine implementation as a Long Term goal. Focus areas will be history of prior offenses, certainty of appearance, and threat of danger to self or others.
- **DAT has been revised a couple of times**
 - **New DAT is being testing**
4. Expedite review is covered above in Referral.
- **Debra Salters has been added as a Full-time Expeditor to assist the Expedite Review Team**
 - **Pre-Adjudicatory classes are being used within YSB as an alternative to detention**
5. A conference call with the new provider for GPS tracking will be held on Thursday, August 4, 2016, to work towards negotiation and approval of a new contract. We will know by the end of September how many units we will be able to afford and begin to implement use.
- **County Commission approved the contract for the GPS tracking on September 21st**
 - **Electronic Monitoring Point person attends all detention hearings so that if any clarification is needed to any questions they are there to answer during the hearing.**
 - **ERC is now being used as a detention alternative tool;**
 - **First priority for ERC attendance is given to pre-adjudicatory youth to help get them out of detention**
6. CAPSTONE is discussed above in Referral.

E. Non-Judicial (Matthew John)

1. Review of the Response Grid is underway to re-evaluate the criteria factors. The file review of a sample number of files by 5 Probation officers will be conducted before the end of September. We are looking for 2 separate issues: (1) if the decision making process by each PO reaches the same or similar conclusion and (2) whether or not the supervisor and/or DA moves cases from non-judicial to petition (court). This review may affect the criteria options on the GRID.
 - **updated Grid work will be forthcoming**
 - **working on RFP to have GRID validation completed-(Any recommendation from Dr. Leiber would be useful)**
 - **Implemented some focus groups/trainings & analysis**
 - **Roadblocks with dispositions are favorable looking into how do we accurately reflect work being done (i.e.: alternatives- working and defining){Youth court, community service, etc. better defines how the court gets recommended for each alternative}**
 - **Seeing more clarity in test runs;**
 - **Working on RFP to request for Technical Assistance**
2. We will incorporate into the parent orientation the importance of what it means to reject offer to participate in diversion by the September 13th class.
 - **Expungement info has been added, working on putting into an understandable language.**
3. We will have a report on the ByPass program numbers to determine if it is under-utilized or should be removed as an option to the GRID by the end of September.
 - **The gathering of BY-PASS data has been initiated. 2015 data shows that there were over 1,100 youth below the age of 14 that made contact with the court. More data will be collected and analyzed to determine in the program is being under-utilized. A report will be completed by the end of September. **Report Completed****
 - **Met/Working with Volunteer Services Bureau (VSB) regarding ByPass & APS Services**

F. Policy Review (Bridgette Bowman)

1. We will develop a plan to begin and complete our policy review of those policies which are “decision points” and we want to develop a report card form to use on each policy reviewed.
 - **DMC related programs are being assessed and working on putting processes into policies, then 90 days after we will utilize Max Helms (new graduate student/research assistant) to help assess the validity of each program.**

Long Term (defined as underway by the April, 2017 visit):

A. Community Outreach

1. Quarterly community meetings with particular topics to be discussed at each meeting
 - **Leon Gray has begun overseeing community related matters as of January 3rd.**

B. Referral

1. Create a cheat sheet/information card for MPD once meetings are held (regarding LEAP and when to transport). **(In Progress- See attached Cheat Sheet , Bridgette Bowman)**
 - **Cheat Card will also be utilized in the Detention Intake Process**
2. Other means to educate police which include training, webpage, speaker series, etc. **(In Progress)**
3. Discuss possibility of a Juvenile Specialist officer (similar to Crisis Intervention/Mental Health officer) on MPD to be called to give direction on DV and other juvenile issues prior to transfer and in an effort to avoid transfer to Juvenile Court. **(In Progress)**
4. Create a new pilot plan for the Precinct Liaison program at the New Allen precinct, to include different or expanded days and hours (outcome should reflect warn and counsel vs. summons or transport). **(Broader approach under the Preventative Contact Approach)**
5. Any project that may be performed by Capstone (which is not a part of the Court) will be long term in nature; purpose of which is to divert youth involved in DV cases and avoid transport to Detention.
6. Resource Directory- 7 Categories have been mapped (Bridgette Bowman)

C. Secure Detention

1. Changes to the DAT will be made once our DAT reviews are completed (see our Short Term goal) and a determination made as to what will have a positive effect; implementation of those changes will be our Long Term goal.
 - **Best Efforts to change DAT by January 1st. We will remove any points for misdemeanors, any duplicate items, and anything for status offenses.**
 - ****DAT 3.0 should be completed by February 1st ****
2. Greater use of electronic monitoring as an alternative to detention (not release) once we get the contract with the new vendor negotiated and approved see our Short Term goal).
 - **Currently have a capacity for 45-50 Monitors (pre-adjudication)**
3. See above regarding education of law enforcement and use of LEAP.

D. Non-Judicial

1. Implement Summons review/override plan
2. Implement greater use of ByPass program should review of data reflect better outcomes
3. Implement Policy review using plan and "report card"

APPENDIX 9

Final

INTERVENTION

This is an area where the Shelby County Juvenile Court System should examine its existing service offerings.

What types of services currently exist at this point of contact? Warning letter, Warning letter in lieu of Attachment Pro Corpus, Warning letter Out of County, No Petition Filed, Warn/Counsel, Forfeiture & Fine, Community Service, Community Service-Fire Setter Program, Evaluation & Referral Bureau, Mediation and Restitution Services (MARRS), Bringing Youth Positive Assistance Through Special Services (BYPASS), Probation, Continue on Probation, Reactivate Probation, Just Care Family Network, Department of Children's Services (DCS) Prevention, Advisement, DCS Suspended Commitment, Youth Services Bureau (YSB), Youth Court, Operation Hope (Urban Youth Initiative), Juvenile Intervention and Faith-Based Follow-Up (JIFF) (Urban Youth Initiative), SHAPE.

See "appendix A" for Juvenile Court of Memphis and Shelby County Diversion Options Inventory for program description, target population and decision points.

Juvenile Court must determine whether or not these existing services address the contributing factors to DMC. If not, Juvenile Court should consider the types of intervention they want to utilize to address DMC. Note: intervention efforts will be an on-going process, which will be discussed amongst the DMC sub-committee members. If additional interventions are required to address the contributing factors to DMC, then the DMC Coordinator, along with the DMC subcommittee members, will work collaboratively on developing additional services.

3/8/2017: Current JDAI Service Providers spreadsheet (Renamed Resource Directory) is complete.

Services that were developed to reduce DMC: LEAP, DAT Validation, Precinct Liaison Program, Evening Reporting Center, and Sports Program at Northwest Prep Alternative School; however, Juvenile Court has not done a complete evaluation and assessment of all of its existing service offerings. Until this is done, the Court will not know the effect of each program, and its ability to reduce DMC.

Juvenile Court has developed a Resource Directory and copies have been distributed to numerous outside sources. Also, parent orientation classes are held on the 2nd Tuesday of each month. A Cease Fire program was also implemented which takes place on the 4th Tuesday of each month. Additionally, community meetings are held quarterly and held at different locations throughout the city of Memphis. The Court has also incorporated information and initiated discussions on adverse childhood experiences (ACEs). Lastly, the County DMC Coordinator, SCS, JDAI Coordinator and the Hickory Hill Redevelopment Corp will soon release an educational video designed to discuss the negative effects of using law enforcement as a punishing tool. This video will be shown at all future parent forums as well as within SCS schools.

A. Report on FY13 DMC-Reduction Plan and its Progress

- Provide status report for the entire alternative youth placement system and success of each program.

3/4/2016: The County DMC Coordinator has requested from the Court DMC Coordinator and JDAI Coordinator a status report for the alternative youth placement system and the success or failure of each program. The court recognizes that this is an area that requires more work. The Strategic Planning Committee will be redesigned with this particular action item incorporated as one of its responsibilities to oversee this process.

3/7/2017: Some of the programs have been assessed and evaluated and provided to Dr. Leiber by the Court in previous updates. The court recognizes that further evaluation is needed for all other programs.

EVALUATION

Intervention strategies should be evaluated, both to encourage accountability among grantees and to assure the effectiveness of intervention efforts. This can be accomplished in a variety of ways. Successful interventions will hopefully reduce DMC, and this will be reflected in data compiled for identification (and monitoring) purposes (it is possible; however, that DMC may initially appear to rise as data quality improves). Programs that receive grants for intervention programs should also be required to include an evaluation component to assess the program's impact. This would be included in each grant's budget. A variety of evaluative methods might be considered, such as surveying or interviewing members of community stakeholders groups and participants in intervention programs.

3/7/2017:

Current RRI data for FY15 is available (unavailable for FY16) and DMC is evident at multiple decision points. The court has implemented numerous intervention processes, DAT Validation, Graduated Sanctions Grid, YASI, etc., to reduce DMC; however, these programs need to continue to be evaluated to determine its effectiveness in reducing DMC. The Court recognizes that data is needed to discuss the success of these programs. Currently, the Court has not been forthcoming in monitoring all of the programs and determining the effectiveness of each. At this time, the Court DMC Coordinator has only assessed four of the programs. Nevertheless, the revised Strategic Planning Committee will oversee this responsibility. The first meeting occurred March 22, 2016 and continues.

MONITORING

Annual/monthly data collection and annual/monthly RRI calculations will permit earlier detection of DMC and the development of appropriate interventions. This data will be provided to the Equal Protection Monitor (Dr. Leiber). Trends can also be monitored more easily when data is collected annually and monthly. As specified in the Intervention and Evaluation sections, intervention grants (Consult with Sherry Schedler for more information) to community partners and agencies should also be monitored for program effectiveness and evidence of additional problem areas that might point to a need for new identification, assessment, and/or intervention strategies.

This is addressed in the Court DMC Coordinator's 30/60/90 plan.

II. TIMELINE

The time period for implementation of the activities outlined in this Strategic Plan started December, 2012 and will continue throughout the next four years.

December 2012 – June 2013:

- Hire DMC Coordinator **Shelby County DMC Coordinator and Court DMC Coordinator were hired.**
- Research relevant literature and "best practices" in the DMC area, particularly those relevant to moderate size states and those with medium minority populations. **This is an on-going initiative which is also addressed in the Court DMC Coordinator's 30/60/90 plan.**
- Visit Cook County, Ill for ideas to reduce DMC. **Site visits to Cook County (twice), Baltimore, MD, Philadelphia, Santa Cruz, California, Atlanta Georgia, Phoenix Arizona, Miami FL and visits from Juvenile Justice experts from Kentucky have taken occurred, as well as on-going TA from OJJDP and Mark Soler (Executive Director, Center for Children's Law and Policy.**

Multiple initiatives have developed as a result of these visits:

Northwest Prep Alternative after school sports program
Evening Reporting Center
Precinct Liaison Program
No Your Rights Video
Parent Educational Video (the negative effects of using Law Enforcement as a punishing tool)
Parent Orientation Classes
Court Webpage and Dashboard
Cease Fire Program
Community Meetings
Citizens Police Academy
Speakers Bureau
Facility Assessment
Meetings with MPD Management to discuss the LEAP Program and DV Cases
MPD In-Service Trainings (County DMC Coordinator, Hickory Ridge Redevelopment Corp. and Juvenile Court)
Pre-Adjudicatory classes are offered within YSB as an alternative to detention
Summons Review Team
New DAT Testing in progress
Expedite Review Team
Newly Hired Full-Time Expeditor to assist the Expedite Review Team
New Contract for GPS Tracking
The Evening Reporting Center currently used as an alternative to detention
An Electronic Monitoring point person attends all detention hearings
Capstone placed on hold
Updated GRID Work
Pending RFP to have GRID validation completed
Newly Hired Community Outreach Representative (Leon Gray)
Cheat Cards for MPD and Detention staff to use to determine whether to detain or release youth.

- Review OJJDP's DMC technical manual and other materials **(Done)**
- Identify 8 major decision points **(Done)**
- Identify all data collection needs at each major decision point along the stages of juvenile justice **(Done)**
- Identify DMC staffing needs to collect, evaluate and report DMC data) **(Bridgette Bowman, Amiee Burgdorf)**
- Collect initial data for each of the decision points **(Done)**
- Identify points of contacts (POCs) for each decision point:

3/7/2017: The POC's have been disbanded, and the previous work from this group has been incorporated under the Strategic Planning Committee.

- Assess the impact of juvenile courts current policies, procedures and programs on DMC level at each decision point **Bridgette Bowman (Court DMC Coordinator) is working on developing a plan to begin and complete the Court's policy review of policies which are decision points, and to develop a report card to use on each policy review.**
- Revise policies, procedure and practices and existing agreements to reduce DMC at each decision point **Bridgette Bowman (Court DMC Coordinator) is working on developing a plan to begin and complete the Court's policy review of policies which are decision points, and to develop a report card to use on each policy review. Also, DMC related programs are being assessed and the court is working on putting processes into policies, then 90 days after that the Court will utilize Max Helms (new graduate student/research assistant) to help assess the validity of each program.**
- Conduct inventory of all available services and diversion options by race, ethnicity and geographic region **Juvenile Court has developed an inventory. They are currently working on race/ethnicity by geographic region. The Court has solicited the assistance of outside consultants who will be visiting during the week of March 7, 2016 to do resource mapping.**
3/7/2017: In progress
- Within six months of the Effective Date, JCMSC shall revise its policies, procedures, practices, and existing agreements to reduce DMC at each Decision Point along the stages of juvenile justice and to encourage objective decision-making in all departments relating to its delinquency docket. **The Graduated Sanctions Objective Decision Making Tools and YASI are used in Children's Services. Youth Services Bureau uses YASI, Detention uses the DAT and Judicial uses the Benchbook. The Benchbook can be located on Juvenile Court's Webpage.**
- JCMSC's revision of its policies, procedures, practices, and existing agreements shall include the following:
 - Collection of data sufficient to evaluate whether the relevant policy, procedure, practice, or agreement results in DMC reduction; **Addressed in the Court's 30/60/90 day DMC Reduction Plan.**
 - A provision requiring the least restrictive options and alternatives to a detention setting to ensure DMC reductions; **Listed in the Benchbook, which is located on the Juvenile Court Website. The Initial Probable Cause (Weekend Detention Hearings are on-going).**
 - Guidelines expressly identifying a list of infractions and reasons for which a Child may not be detained. This list shall prohibit detention for punishment, treatment, to meet the demands of the community, the police, a victim, or school administrators, to provide convenient access to the Child, to arrange for services, to satisfy the demands of the Child's parent(s) or guardian(s), or to facilitate the interrogation of the Child or investigation of the offense; **Listed in the Benchbook which is located on the Juvenile Court Website. The Weekend Detention Hearings are on-going.**
 - Guidelines expressly identifying the reasons for which a Child may be detained. This list shall include the requirement that the Juvenile Court Magistrates make a determination that there is probable cause to believe that the Child has committed a delinquent offense for which he or she may be detained; **The Weekend Detention Hearings are on-going.**
- Training and guidance on the use of existing and new objective decision-making tools; and

- A requirement that a supervisory authority review all overrides within each department on, at minimum, a monthly basis.
- JCMSC shall reassess the effectiveness of its policies, procedures, practices, and existing agreements annually. JCMSC shall make necessary revisions to increase the effectiveness of JCMSC's DMC reduction efforts within the County. **(Some of the items listed above are addressed in the Court's 30/60/90 day DMC Reduction Plan).**

December 2012 – September 2013:

Within nine months of the Effective Date, JCMSC shall augment the appropriate data collection method to assist in its evaluation of its DMC levels, causes, and reduction. The method shall include an assessment of the following areas within JCMSC and Shelby County related to comparisons of white and African-American children, as well as any additional population groups which constitute five percent or more of the juveniles referred to JCMSC in the preceding year:

- Relative rate index for each Decision Point, including, but not limited to, pre-adjudication detention, diversion, and transfers; **Data is available (2015)**
- A comparison of JCMSC, the County's, and the State's RRI with the national RRI data; **Data is available (2015)**
- Referring agencies, (MPD, School System, Sheriff's Office) types of offenses referred by each particular agency; offense severity referred by the agency; and resources offered to Children within the referring agency's jurisdiction; **(This information is required for the DMC digging deeper spreadsheet); Data is available and will be reviewed. This will be incorporated in the new goals and responsibilities of the Strategic Planning Committee.**
- Number of Children in detention over a set period of time,
 - their risk assessment scores,
 - the component parts of their risk assessment scores,
 - the recommended actions from their risk assessment scores,
 - their social factors,
 - whether they were placed in alternative programs, and the outcomes of those alternative programs **(Suggestion: start doing this action item when the new DAT is used or discuss other options); (Need update)**
- Available diversion options for Children appearing before JCMSC. This shall account for the options available in different geographic regions of the County; and
- Number of youth formally considered for transfer to adult court and the number actually certified for transfer
- Available diversion options for Children appearing before JCMSC. This shall account for the options available in different geographic regions of the County; and
- Number of youth formally considered for transfer to adult court and the number actually certified for transfer.

- Within nine months of the Effective Date, JCMSC shall complete and implement its strategic plan to reduce DMC. A committee shall be formed to oversee the execution of the strategic plan. The committee shall consider further development of diversion programs including community service, informal hearings, family group conferences, victim impact panels, victim-offender mediation, mentoring, teen courts, restitution, and other restorative justice strategies. The committee shall recommend changes to the plan based on experience of success or failures in implementation. **The plan was developed in 2013. After meeting with the Court DMC and JDAI Coordinators on 3/ 3/2016 it was determined that the current strategic plan will be modified. Also, a newly formed strategic planning committee will take place. Potential members have been discussed and a meeting will take place on 3/22/2016.**
Update: The newly formed Strategic Planning Committee meets twice a month under Pam Skelton's leadership. The existing strategic plan that was developed and implemented by the Shelby County DMC Coordinator is not in use; however, the Court developed a "summary of meeting" format that highlights the action items discussed at the strategic planning meetings.
- Within nine months of the Effective Date, JCMSC shall commence use of objective decision-making tools to assess necessary court services for Children, including, but not limited to, alternatives to detention, referrals for social services, and prevention and early intervention services. This requirement may not replace the necessary steps to ensure compliance with due process described in the above Section.
- Within nine months of the Effective Date, JCMSC shall refine its objective decision-making tools for determining whether pre-adjudication detention is necessary for a particular Child. In addition to due process considerations outlined above, JCMSC shall expressly identify a list of reasons for which a Child may not be detained. This list shall include, but is not limited to: punishment; treatment; meeting the demands of the community, the police, a victim, or school administrators; providing convenient access to the Child; arranging services for the Child; satisfying the demands of the Child's parent(s) or guardian(s); or facilitating the interrogation of the Child or investigation of the offense.
- Within nine months of the Effective Date, JCMSC shall implement a pilot program allowing law enforcement to phone in information about a recently arrested youth, which could lead to more youth being released with a summons and fewer transports by law enforcement to JCMSC. **(In progress – LEAP Program)**
- Within nine months of the Effective Date, JCMSC shall develop objective tools for providing pre-and post-adjudication alternatives to secure detention, probation recommendations (including initial placement, technical violations, and the level of supervision), and transfer recommendations. To assist with the expansion of services, JCMSC shall partner with other County departments and agencies as necessary to increase access to direct services within the community (including the implementation of a pilot diversion program). JCMSC shall use the inventory of the available services and diversion options by race, ethnicity, and geographic region to inform its decision to provide or expand the required services. In particular, JCMSC shall assess the availability of house arrest, day/evening treatment centers, intensive probation, shelter care, specialized foster care, and attendant or holdover care.
- Within nine months of the Effective Date, JCMSC shall develop and implement a process to statistically review all transfer recommendations. The objective measure and the Transfer Hearing bench card (referenced in the due process section above) shall be evaluated to determine if there are any patterns contributing to DMC in transfer recommendations, identify the departments and particular decision-makers contributing to DMC in transfer recommendations, and develop an action plan for eliminating the pattern and reducing the factors contributing to DMC in transfer recommendations.

- Within nine months of the Effective Date, JCMSC shall begin implementing the revised data collection mechanism to assist in its continued evaluation of DMC levels, causes, and reduction.
- Within nine months of the Effective Date, each designated DMC point of contact shall begin to use the department's data to evaluate the following on a monthly basis:
 - The relative rate index relating to the department's area of review;
 - A review of overrides using the objective factors developed for the department, including whether permissible overrides should be revised;
 - A review of the number of Children detained, in part, due to the department's actions;
 - A review of any explanations of such detention actions;
 - A review of the number of Children offered non-judicial options by the department; and a review of the effectiveness of the decision-making tools developed to ensure that decisions are not based on a Child's race or proxies for a Child's race or ethnicity.
- Each month, the designated DMC point of contact shall provide a management report to the department head and to the Judge identifying conduct or decision-making that increases DMC or frustrates efforts to reduce DMC. The DMC point of contact, department head, and Judge shall address these concerns. The DMC point of contact shall ensure that suggestions for addressing inconsistencies and overrides are communicated to the responsible JCMSC employee.
- On an annual basis, JCMSC shall evaluate and revise all objective decision-making tools listed above to minimize the extent, if any, to which the tool uses racial or ethnic differences (or proxies for racial and ethnic differences) as a basis for decision-making.

December 2012 – December 2013

- Within one year of the effective date, JCMSC shall provide all staff involved in any fashion in its delinquency docket with a minimum of sixteen hours of training on DMC in the juvenile justice system. The training shall emphasize the role of the Court, Juvenile Court Magistrates, probation, detention, and other Court personnel in reducing DMC in the juvenile justice process. The training shall include an interactive component with sample cases, responses, feedback, and testing to ensure retention. Training for all new staff shall be provided bi-annually. The training shall also address: **(Need update)**
- Understanding the potential causes of DMC, including, but not limited to, institutional resources, individual decision-making, differential handling of Children based on race or ethnicity, programming options, availability of prevention and treatment options, and eligibility criteria for court services;
- Using data collection methods to inform DMC reduction progress;
- Understanding how bias – implicit or explicit – may impact the decision-making process;
- Evaluating the availability of programs and services that take into account community resources;
- Using decision-making tools in a fair manner and evaluating any decision to override objective outcomes;
- Understanding the importance of community engagement and awareness of racial or ethnic disparities in the treatment of Children appearing before the Court; and

- Understanding the Court’s oversight role on community issues impacting juvenile justice.
- JCMSC shall ensure that all staff involved in any fashion in the delinquency docket shall complete a minimum of four hours of refresher training on an annual basis. This refresher training shall include updates related to JCMSC’s challenges and progress in reducing DMC over the prior year.
- In order to ensure that JCMSC’s equal protection and DMC reforms are conducted in accordance with the Constitution, the Equal Protection Monitor shall assess JCMSC’s progress in implementing these provisions and the effectiveness of these reforms. In addition to assessing JCMSC’s procedures, practices, and training, the Monitor shall analyze the following metrics related to the equal protection and fairness in the administration of juvenile justice:
 - Annual analysis of the effectiveness of the data collection system;
 - Annual assessment of the Shelby County RRI for each Decision Point and comparison of the Tennessee and national RRI data;
 - Annual analysis of the factors relied upon in the pre-adjudication detention, diversion, and transfer determinations and the extent to which race remains a statistically significant factor at each of these Decision Points;
 - Review of the strategic plan to reduce DMC;
 - Review of the objective decision-making tools implemented in accordance with this Agreement and a sampling of matters in which the tools were used;
 - Review of JCMSC’s statistical review of transfer recommendations; and
 - Review of a representative sampling of monthly management reports generated by each department.
- JCMSC shall maintain a record of the documents necessary to facilitate a review by the Equal Protection Monitor and the United States in accordance with Section VI of this Agreement.

DMC COORDINATOR

A DMC Coordinator (Lisa Hill) will provide a sustained focus on DMC issues in the Shelby County Juvenile Justice System, and permit the county to move forward in working to reduce the DMC documented to date and prevent DMC from expanding into new areas.

The DMC Coordinator will work with and report directly to the Mayor’s Administration but will also be accountable to the DMC points of contacts and ultimately, to the Shelby County Juvenile Court. The DMC Coordinator will serve as a resource to these constituents, providing information about data, research, and recommendations and best practices at the national and state levels. Lisa Hill will also collaborate and assist the DMC points of contacts in developing priorities and accomplishing established goals. The Coordinator will also be available to assist community partners and those in the juvenile justice system who are involved in DMC reduction and prevention efforts, drawing on technical assistance from OJJDP as needed.

III. SUMMARY OF RECOMMENDATIONS/PRIORITIES

This Strategic Plan makes recommendations concerning the monitoring, reduction and prevention of DMC in Shelby County’s juvenile justice system. In addition to this recommendation, the Plan makes specific recommendations in the areas of DMC identification, assessment, intervention, evaluation and monitoring. Priorities are summarized below.

Identification:

Final

- Review OJJDP data identification grid for clarity and fit with Shelby County’s juvenile justice system (both contact points and racial/ethnic categories)
- Work to improve the quality of referrals and court data, with the goal of near complete racial/ethnic data
- Collect DMC identification data and calculate RRI’s annually and monthly; examine for trends over time

Assessment:

- Determine whether assessment of FY09, FY10, FY11, FY12, FY13 data is merited
- Identify additional data that might contribute to the value of assessments

Intervention:

- Continue to encourage Detention to develop an objective risk assessment instrument for secure detention and a greater range of detention alternatives; monitor progress
- Identify and convene a group of stakeholders in Shelby County to address DMC in referrals where DMC is evident
- Provide education about DMC and identification and assessment data to law enforcement

Evaluation:

- Evaluate intervention strategies for effectiveness

Monitoring:

- Continue to monitor DMC through annual and monthly data collection and other methods as needed

Taken together, these steps will move Shelby County toward the goal of eliminating DMC from its juvenile justice system, and provide the vigilance required to keep DMC from becoming entrenched in the system and therefore more difficult to eradicate.

Attachment I

State: TENNESSEE

County: SHELBY

Reporting Period :

Jan -Dec 2009

Juvenile Justice Rates								
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests								
3. Refer to Juvenile Court	41.8	137.3	50.1	7.2		3.3	35.7	123.8
4. Cases Diverted	79.5	77.1	77.4	100.0		100.0	70.5	77.1
5. Cases Involving Secure Detention	41.9	68.9	65.0	70.6		100.0	82.1	68.9
6. Cases Petitioned	27.5	36.0	38.4	5.9			39.7	36.1
7. Cases Resulting in Delinquent Findings	40.5	51.6	52.6	200.0			48.4	51.7
8. Cases resulting in Probation Placement	75.3	72.0	78.3	100.0			46.7	72.0

Final

9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities					
10. Cases Transferred to Adult Court	2.8	6.0	6.1	16.1	6.1

Relative Rate Index Compared with :	White							
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests	**	**	**	**	*	*	**	**
3. Refer to Juvenile Court	1.00	3.28	1.20	0.17	*	*	0.86	2.96
4. Cases Diverted	1.00	0.97	0.97	**	*	*	0.89	0.97
5. Cases Involving Secure Detention	1.00	1.64	1.55	**	*	*	1.96	1.64
6. Cases Petitioned	1.00	1.31	1.39	**	*	*	1.44	1.31
7. Cases Resulting in Delinquent Findings	1.00	1.27	1.30	**	*	*	1.19	1.28
8. Cases resulting in Probation Placement	1.00	0.96	1.04	**	*	*	**	0.96
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	**	**	**	**	*	*	**	**
10. Cases Transferred to Adult Court	1.00	2.17	2.23	**	*	*	**	2.21
Group meets 1% threshold?	Yes	Yes	Yes	Yes	No	No	Yes	

Attachment II

State: TENNESSEE County: SHELBY Reporting Period : Jan -Dec 2010

Juvenile Justice Rates								
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests								

Final

3. Refer to Juvenile Court	39.1	142.6	49.3	12.8		12.4	22.8	127.7
4. Cases Diverted	81.3	77.6	92.0	90.3		66.7	59.2	78.0
5. Cases Involving Secure Detention	33.7	56.3	57.5	25.8		66.7	63.3	56.3
6. Cases Petitioned	41.4	35.3	38.0	32.3			38.8	35.3
7. Cases Resulting in Delinquent Findings	25.2	50.4	35.3	20.0			63.2	49.9
8. Cases resulting in Probation Placement	77.1	70.0	64.3	100.0			83.3	70.0
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	6.4	7.6	2.4					7.5
10. Cases Transferred to Adult Court	2.0	5.7	2.5					5.5

Relative Rate Index Compared with :	White							
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests	**	**	**	**	*	*	**	**
3. Refer to Juvenile Court	1.00	3.65	1.26	0.33	*	*	0.58	3.27
4. Cases Diverted	1.00	0.95	1.13	1.11	*	*	0.73	0.96
5. Cases Involving Secure Detention	1.00	1.67	1.71	0.77	*	*	1.88	1.67
6. Cases Petitioned	1.00	0.85	0.92	0.78	*	*	0.94	0.85
7. Cases Resulting in Delinquent Findings	1.00	2.00	1.40	**	*	*	**	1.98
8. Cases resulting in Probation Placement	1.00	0.91	0.83	**	*	*	**	0.91
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	1.00	1.19	**	**	*	*	**	1.16
10. Cases Transferred to Adult Court	1.00	2.86	**	**	*	*	**	2.78
Group meets 1% threshold?	Yes	Yes	Yes	Yes	No	No	Yes	

Attachment III

State: TENNESSEE

County: SHELBY

Reporting Period :

Jan -Dec 2011

Juvenile Justice Rates								
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests								
3. Refer to Juvenile Court	32.4	137.6	36.6	18.3		4.4	26.4	121.3
4. Cases Diverted	94.5	78.3	87.9	80.4		100.0	74.6	78.5
5. Cases Involving Secure Detention	30.8	50.9	50.4	41.3		100.0	58.2	50.9
6. Cases Petitioned	27.5	41.1	48.0	15.2			59.7	41.3
7. Cases Resulting in Delinquent Findings	31.7	45.8	21.8	14.3			37.5	45.0
8. Cases resulting in Probation Placement	70.4	72.9	76.9	100.0			53.3	72.8
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	4.1	7.2	7.7	100.0			6.7	7.3
10. Cases Transferred to Adult Court	2.6	3.7	5.0				2.5	3.7

Relative Rate Index Compared with : White								
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests	**	**	**	**	*	*	**	**
3. Refer to Juvenile Court	1.00	4.25	1.13	0.56	*	*	0.82	3.75
4. Cases Diverted	1.00	0.83	0.93	0.85	*	*	0.79	0.83
5. Cases Involving Secure Detention	1.00	1.65	1.64	1.34	*	*	1.89	1.65
6. Cases Petitioned	1.00	1.49	1.74	0.55	*	*	2.17	1.50
7. Cases Resulting in Delinquent Findings	1.00	1.44	0.69	**	*	*	1.18	1.42
8. Cases resulting in Probation Placement	1.00	1.04	**	**	*	*	**	1.03
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	**	**	**	**	*	*	**	**
10. Cases Transferred to Adult Court	1.00	1.42	1.95	**	*	*	**	1.43

Group meets 1% threshold?	Yes	Yes	Yes	Yes	No	No	Yes
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Attachment IV

State: TENNESSEE County: SHELBY Reporting Period : Jan -Dec 2012

Juvenile Justice Rates								
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests								
3. Refer to Juvenile Court	26.1	115.4	35.6	6.0		26.5	13.8	101.6
4. Cases Diverted	85.2	79.5	85.5	80.0		66.7	88.6	79.7
5. Cases Involving Secure Detention	34.1	45.0	45.6	33.3		16.7	77.1	45.1
6. Cases Petitioned	59.6	43.4	44.8	26.7		33.3	45.7	43.4
7. Cases Resulting in Delinquent Findings	22.7	48.0	41.7				81.3	47.9
8. Cases resulting in Probation Placement	78.0	75.4	66.7				46.2	74.9
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	6.5	8.5	6.7					8.3
10. Cases Transferred to Adult Court	1.5	3.3	0.9					3.2

Relative Rate Index Compared with : White								
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests	**	**	**	**	*	*	**	**

3. Refer to Juvenile Court	1.00	4.42	1.36	0.23	*	*	0.53	3.89
4. Cases Diverted	1.00	0.93	1.00	**	*	*	1.04	0.93
5. Cases Involving Secure Detention	1.00	1.32	1.34	**	*	*	2.26	1.32
6. Cases Petitioned	1.00	0.73	0.75	**	*	*	0.77	0.73
7. Cases Resulting in Delinquent Findings	1.00	2.11	1.83	**	*	*	**	2.11
8. Cases resulting in Probation Placement	1.00	0.97	0.85	**	*	*	**	0.96
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	1.00	1.30	**	**	*	*	**	1.28
10. Cases Transferred to Adult Court	1.00	2.23	**	**	*	*	**	2.16
Group meets 1% threshold?	Yes	Yes	Yes	Yes	No	No	Yes	

Appendix A

Program	Program Description	Court or Referral	Target Population	Decision Point	Decision Maker	Geographical Area
Warning Letter (WL)	Letter mailed to parent/child-no conference with PO; Pre-adjudicatory/Non-judicial (NJ)	Court	1 st time offenders, minor delinquent charges, juvenile summons, juveniles with infrequent contact with JC, unruly offenses	Complaint reviewed by supervisor prior to assignment or prior to conference	PO, assigning supervisor, PO supervisor	Available to all juveniles regardless of geographical area
WL In Lieu of Attachment Pro Corpus	Letter mailed to parent/child-no conference with PO; Pre-adjudicatory/NJ	Court	Failures to appear or cases with incorrect contact info	Official notification with no response	CPO or DCPO	Available to all juveniles regardless of geographical area
WL Out of County	No conference with PO; Pre-adjudicatory/NJ	Court	Juveniles reside outside of or has moved from Court's jurisdiction	Prior to conference	CPO or DCPO	Juveniles reside outside of or has moved from Court's jurisdiction

<p>No Petition Filed</p>	<p>Facts of the complaint do not substantiate the charge or child denies a minor charge that does not merit the filing of a petition; Pre-adjudicatory/NJ</p>	<p>Court</p>	<p>Non-violent/1st time drug offenses/low-level misdemeanors</p>	<p>Prior to conference or conference</p>	<p>CPO or DCPO</p>	<p>Available to all juveniles regardless of geographical area</p>
<p>Warn/Counsel</p>	<p>Child admits guilt to the charge and waives right to a court hearing; PO counsels & discusses consequences; Pre-adjudicatory/NJ</p>	<p>Court</p>	<p>Unruly, misdemeanors, and low level felony charges (felony charges require CPO or DCPO approval)</p>	<p>Conference</p>	<p>PO</p>	<p>Available to all juveniles regardless of geographical area</p>
<p>Forfeiture & Fine</p>	<p>Used in conjunction with warn/counsel and/or community service; maximum amount per offense = \$50; Pre-adjudicatory or post-adjudicatory</p>	<p>Court</p>	<p>Designated misdemeanor traffic charges; juvenile summons or arrest</p>	<p>Conference; Court</p>	<p>PO; Magistrate</p>	<p>Available to all juveniles regardless of geographical area</p>
<p>Community Service</p>	<p>Child completes designated number of hours; Pre-adjudicatory or post-adjudicatory/Service hours completed at Memphis Division of Parks and Neighborhoods or parent locates service agency</p>	<p>Referral</p>	<p>Used for misdemeanor, and low level felony charges (felony charges require CPO or DCPO approval)</p>	<p>Conference</p>	<p>PO</p>	<p>Juveniles assigned to service agency within or near his or her zip code</p>

<p>Community Service-Fire Setter Program</p>	<p>Juvenile assigned to local fire department; includes educational information, homework assignments, counseling with the juvenile and a meeting with the family; Pre-adjudicatory or post-adjudicatory</p>	<p>Referral</p>	<p>Juveniles charge with fire-related offenses</p>	<p>Corrective Services</p>	<p>PO</p>	<p>Juveniles assigned to service agency within or near his or her zip code; Memphis Fire Department and Municipal Fire Departments</p>
<p>Evaluation & Referral Bureau (E&R)</p>	<p>Cases referred by staff or are court-ordered for services; child's progress/compliance monitored and reported to Corrective Services; pre-adjudicatory or post-adjudicatory</p>	<p>Court</p>	<p>Any juvenile in need of services</p>	<p>Conference</p>	<p>PO</p>	<p>Service providers located throughout the County/providers listed in Mental Health Resource Directory/children assigned by service type and to provider within or near his or her zip code</p>
<p>Mediation and Restitution Reconciliation Services (MARRS)</p>	<p>Provides offenders an alternative disposition; promotes accountability and principles of restorative justice; voluntary; Pre-adjudicatory/NJ</p>	<p>Referral</p>	<p>1st and/or 2nd misdemeanor; property crime w/ victim; ages 8-17; males and females</p>	<p>Prior to or during conference</p>	<p>PO; parent/child</p>	<p>Program centrally located within city limits- 38117 zip code</p>
<p>BYPASS</p>	<p>Alternative to formal supervised probation; assigned to Auxiliary Probation Officer (APO); Pre-adjudicatory/NJ</p>	<p>Court</p>	<p>Juveniles 7-14 years of age with misdemeanor or felony offenses</p>	<p>Conference</p>	<p>Supervisor</p>	<p>Assigned to an APO who works/resides in juvenile's zip code</p>

Probation	Supervision for juveniles; referred to the Auxiliary Probation Service (APS); child may be supervised by APO or unsupervised; Agreed Decree (no court hearing) or Post-adjudicatory (court hearing)	Court	Juveniles adjudicated delinquent	Corrective Services; Judicial	PO; Magistrate	Assigned by APO who works/resides in juvenile's zip code
Continue On Probation	PO submits written request to Judge Person that child be continued on probation; NJ disposition (no delinquent petition is filed)	Court	Juveniles re-offend while on probation	PO; Judicial	Judge Person	Assigned by APO who works/resides in juvenile's zip code
Reactivate Probation	PO submits written request to Judge Person that the child's probation be reactivated; Non-judicial disposition (no delinquent petition is filed)	Court	Juveniles previously on probation	PO; Judicial	Judge Person	Assigned by APO who works/resides in juvenile's zip code
Just Care Family Network	Delivers enhanced mental health services through a culturally competent, child-focused system of care; Pre-adjudicatory or post adjudicatory	Referral	Targets children ages 15-19 with axis 1 diagnosis, risk of out of home placement and multiple service agency involvement;	Evaluation & Referral Bureau	PO	Central office located in 38104/ service providers located throughout the County/children assigned by service type and to provider within or near his or her zip code
Department of Children's Services (DCS) Prevention	DCS provides in-home services to prevent child from entering custody; Pre-adjudicatory or post adjudicatory	Referral	Any juvenile	Corrective Services; Judicial	PO; Magistrate	Available to all juveniles regardless of geographical area

<p>Advisement</p>	<p>Case held in abeyance for one (1) calendar year; petition dismissed if child does not re-offend or commits subsequent minor offense; delinquent petition is filed/no adjudication</p>	<p>Court</p>	<p>Juveniles have minimal court contact(s)</p>	<p>Court Hearing</p>	<p>Magistrate</p>	<p>Available to all juveniles regardless of geographical area</p>
<p>DCS Suspended Commitment</p>	<p>Child placed on probation for one year in lieu of commitment to DCS corrective custody; probation may be supervised or unsupervised; Post-adjudicatory</p>	<p>Court</p>	<p>Typically available to juveniles who have no previous DCS commitment and/or juveniles who were previously supervised by the Youth Services Bureau (YSB)</p>	<p>Court Hearing</p>	<p>Magistrate</p>	<p>Assigned by APO who works/resides in juvenile's zip code</p>
<p>Youth Services Bureau (YSB)</p>	<p>Provides home-based supervision of adjudicated youth; children are monitored electronically; level of supervision based on individual assessments and case staffing outline; intensive supervision; Post-adjudicatory</p>	<p>Court</p>	<p>Juvenile has exhausted non-custodial diversion options and/or probation; parent is willing to allow child to remain in home while being monitored/supervised</p>	<p>Court Hearing</p>	<p>Magistrate</p>	<p>Available to all juveniles regardless of geographical area</p>
<p>Youth Court</p>	<p>Peer-based justice program; juvenile/parent agrees to a court hearing with student and attorney volunteers; Pre-adjudicatory</p>	<p>Court</p>	<p>1st time offenders; minor offenses; ages 12-18</p>	<p>Youth Court Coordinator</p>		<p>Available to all juveniles regardless of geographical area</p>

<p>Operation Hope (Urban Youth Initiative)</p>	<p>Faith-based mentoring program; Pre-adjudicatory</p>	<p>Referral</p>	<p>High-risk youth; at risk of residential placement</p>	<p>Corrective Services</p>	<p>Supervisor</p>	<p>Program only offered to children in 38118 zip code/10 slots available</p>
<p>Juvenile Intervention and Faith-Based Follow-Up (JIFF) (Urban Youth Initiative)</p>	<p>Provides mentoring; tutoring; guidance in spiritual, physical & social health issues; employment assistance; culinary arts; GED programs; Pre-adjudicatory or Post-adjudicatory</p>	<p>Referral</p>	<p>Pre-adjudicatory-Learn to Earn program-ages 16-21; Post-adjudicatory supervised by YSB-Juvenile Case Mentoring ages 12-18</p>	<p>Corrective Services; YSB</p>	<p>PO</p>	<p>Available to all juveniles regardless of geographical area/program located in 38126 zip code</p>
<p>SHAPE</p>	<p>SHAPE Coordinator contacted to inquire reason child was issued a summons at designated school/summonses returned to SHAPE Coordinator; summonses logged into spread sheet/not entered in JCS as formal complaint</p>	<p>Referral</p>	<p>Identification of summonses issued at twenty-one (21) SHAPE schools</p>	<p>Target schools/See attached list for geographical location</p>	<p>Supervisor</p>	<p>Available in twenty-one SHAPE schools</p>