

Wisconsin Department of Corrections

Staff Assaults and Injuries

July 1, 2014 – June 30, 2015



Fiscal Year 2015

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Staff Assaults and Injuries

Fiscal Year 2015

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Introduction

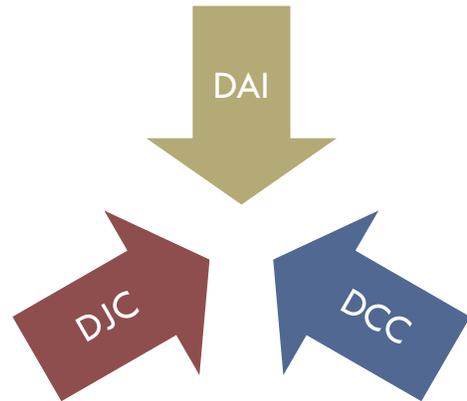
Reporting

In late 2012, the Wisconsin Department of Corrections' (DOC) Division of Adult Institutions (DAI), created a policy requiring employees to report and track assaults. This policy outlines the definition of an assault, an injury, the new reporting system, and procedures for reporting assaults to law enforcement. In September of that year, a new reporting system was created to enhance collection, review, and analysis of assault and injury data. Each DAI incident is categorized as an attempted assault, completed assault, or staff injury.

In FY14 the Division of Juvenile Corrections (DJC) began electronically recording staff assaults and injuries that occurred at Copper Lake School (CLS) or Lincoln Hills School (LHS), DOC's two juvenile correctional facilities. Staff assaults and injuries were reported on incident report forms, however certain types of incidents were not reported in the electronic system in fiscal year 14 or 15. These gaps have since been identified and systematic changes have been put into place for consistent reporting.

In July 2014, the Division of Community Corrections (DCC) implemented a division specific reporting system to collect, review, and analyze assault and injury data for DCC staff. These incidents include both incidents with offenders as well as family members, associates of the offender, unknown suspects, or animals that result in a staff injury. For example, included in DCC staff injury reports are animal bites, scratches, or other actions by an animal that resulted in an injury. Currently, DCC is working on an official policy.

This report includes three sections, one for each division, and pertains to data from fiscal year 2015 (FY15) (July 1, 2014 – June 30, 2015). DAI's section includes injuries to staff, attempted assaults, and completed assaults on staff that occurred at one of the state's 36 adult facilities and at the Wisconsin Resource Center (WRC). WRC is administered by the Wisconsin Department of Health Services (DHS) in partnership with the Wisconsin Department of Corrections (DOC). WRC is a specialized inpatient mental health facility established as a prison under s. 46.056, Wisconsin Statutes. DCC's section of this report includes staff injuries, attempted, and completed assaults on staff in one of the eight DCC regions. Lastly, the DJC section includes injuries to staff and completed assaults on staff that occurred at CLS or LHS, DOC's two juvenile correctional facilities.



Assault and Injury Definitions

The DAI policy language includes some of the following definitions. Understanding the definitions is critical to ensuring the Department is using the same terminology and understanding incidents the same way.

Active Resistance – Resistance from a subject which physically counteracts staff's attempts at control and which may create a risk of bodily harm to staff or to another.

Attempt – The essence of the crime of attempt is that the accused has failed to commit the act of the full offense, but has the direct and specific intent to commit that full offense. An offender is guilty of attempt to

violate a DOC rule if either of the following is true: the offender planned to do something which would have been a rule violation if actually committed, or the offender did acts which showed a plan to violate the rule when the acts occurred.

Assault – Battery by prisoner, sexual assault and throwing assaults.

Specifically, each type of assault is defined as follows:

- A. Battery by a prisoner- As defined in Wisconsin Statutes s. 940.20. (1) BATTERY BY PRISONERS. Any prisoner confined to a state prison or other state, county or municipal detention facility who intentionally causes bodily harm or a soft tissue injury to an officer, employee, visitor or another offender of such prison or institution, without his or her consent.
- B. Sexual Assault- As defined in Wisconsin Statutes s. 940.225
- C. Throwing Assault- An assault by throwing substances such as blood, semen, waste, feces, chemicals, urine, or other substances. Wisconsin Statutes s. 946.43(2M)

Completed – The accused committed the act of the full offense of an assault.

DCC Hold – This is an offender who is admitted for a temporary stay in a WI DOC facility, and is under the supervision of the Division of Community Corrections.

Electronic Control Devices – Security equipment designated to stop, control or temporarily immobilize through the use of high voltage, low amperage electric shock.

Inmate – Any person who is under the supervision of the Department of Corrections, including juveniles, inmates, probationers, parolees or persons in a WI DAI facility.

Intentionally – As defined in Wisconsin Statutes s. 939.23 (3), means that the actor either has a purpose to do the thing or cause the result specified, or is aware that his or her conduct is practically certain to cause that result.

Offender – Any person who is under the supervision of the Department of Corrections, currently being supervised by DCC.

Passive Resistance – Resistance from a subject which does not physically counteract staff's attempts at control and which does not create a risk of bodily harm to the staff or to another.

Physical Injury by Contact – Injury to a staff member, caused by a resistive offender action that may not result in offsite medical care.

Sexual Assault – As defined in Wisconsin Statutes s. 940.225.

Spitting – The act of forcibly ejecting saliva or other substances from the mouth.

Staff Member – An individual who is employed by the DOC on a full-time, part-time or contract basis or is an intern or a volunteer.

Weapon – A weapon may include a gun, sharp object (used to inflict cutting type injury), pointed object (used to inflict stabbing type injury), solid/blunt object (thrown or used to hit), or toxic or flammable fluids/substances.

Youth – Any person who is under the supervision of the Department of Corrections, housed in a WI DJC facility or in the community.

In addition each incident is assigned to one or more of the following categories:

1. Throwing assault
2. Battery by inmate/offender/youth
3. Physical injury by contact
4. Sexual assault
5. Spitting

These categories are reported to the Association of State Correctional Administrators (ASCA) as part of its Performance Based Measures System (PBMS). The PBMS was developed to establish correctional standards across states and to allow for the appropriate comparisons of performance measures across jurisdictions.

Summary

This report examines the different factors associated with assaults against staff and staff who are injured near an offender. The analysis is based on incidents that occurred in FY15 in DAI, DCC, and DJC. The data address physical injuries, but are not intended to quantify any of the psychological effects of staff assaults. All staff involved in these incidents were offered peer support and/or referred to the Employee Services Program. Due to confidentiality requirements, it is not known how many individuals used these services. There were zero workers' compensation claims made that required an overnight hospital stay due to an injury from one of the reported incidents.

In FY15, there were:

- 291 completed assaults
- 70 attempted assaults
- 61 injuries to staff

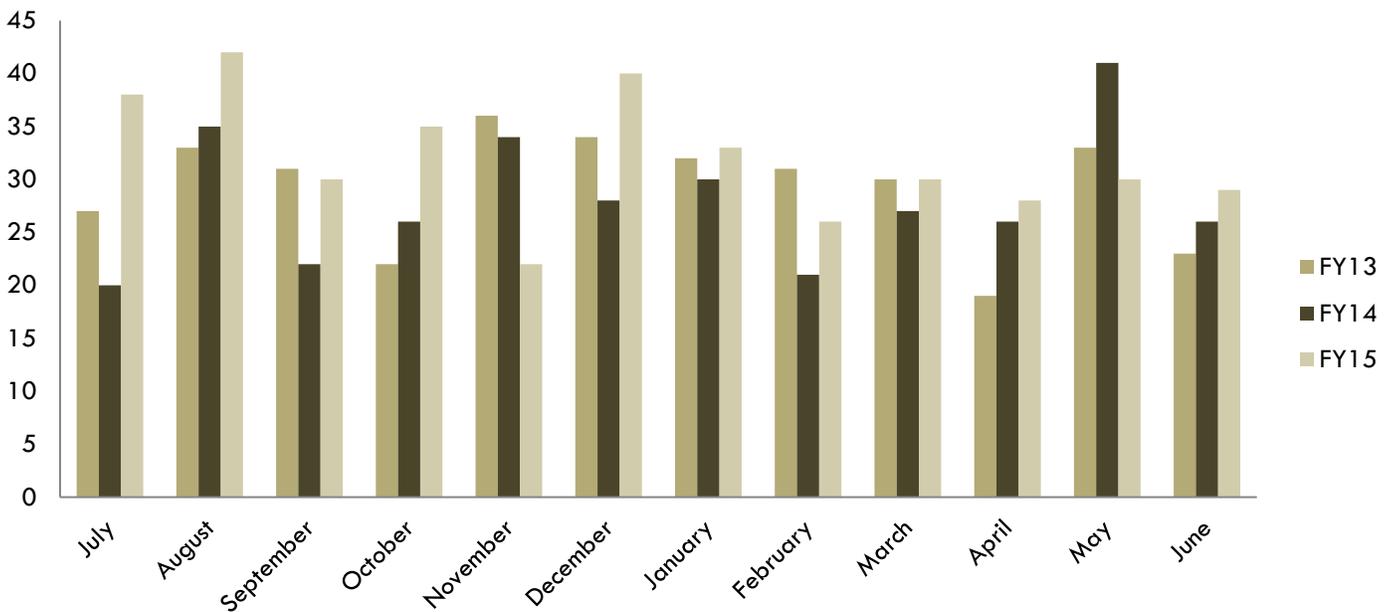
The total number of offenders involved was 291 and the total number of staff involved was 442.

I. Division of Adult Institutions

In FY15 there were 383 reported attempted assaults on, completed assaults on, and injuries to DAI staff. Of the 383 incidents, 62 were attempted assaults, 273 were completed assaults, and 48 were injuries by contact. The overall number of assaults and injuries increased from FY14.

Type	FY13	FY14	FY15
Attempted	40	58	62
Completed	252	245	273
Injuries	59	33	48
Total	351	336	383

There were a total of 254 inmates and 373 staff members involved. In FY15, the greatest number of reported assaults and injuries occurred in December and August compared to other months. December significantly increased compared to FY14, whereas May decreased considerably compared to FY14.



A. Attempted Assaults on DAI Staff

The numbers below include attempted assaults on staff. These incidents include direct actions from an inmate towards a staff member where a staff member was not assaulted and there was no physical injury.

There were 62 attempted assaults reported. Of the 62 attempts, 66 staff and 56 inmates were involved in these incidents.

Key Points:

- 89% (55) of the attempts happened at maximum security facilities
- 85% (53) occurred in a restrictive housing area
- 66% (41) of the inmates involved were 29 years old or younger
- 68% (42) happened within the first 11 months of the inmate arriving at the facility

Type of Assault: Forty-two percent (26) involved battery by an inmate and 52% (32) involved spitting or throwing a liquid or object at staff. An assault can be assigned to more than one category, as multiple actions could have occurred during an incident. For example, if the incident involved spitting as well as battery by prisoner, the assault was assigned to both categories.

Inmate Information

Age: Sixty-six percent (41) of the inmates involved were 29 years old or younger at the time of the incident, and 76% (47) were younger than 40.

Mental Health Status: At the time of the attempt 26% (16) of the inmates involved had a serious mental health condition (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

Admission Date and Sentence Term:

Admission to Prison: Over fifty percent (33) of the attempts involved inmates who had been admitted to prison for one year or less prior to the attempted assault.

Length of Stay at a Facility: Forty-five percent (28) of the attempts involved inmates who had been at the facility where the assault occurred for six months or less. Additionally, 90% (56) of the attempts happened within two years of the inmate being admitted to that facility.

Sentence Term: At the time of the attempted assault 47% (29) of the inmates responsible were within two years of their release date.



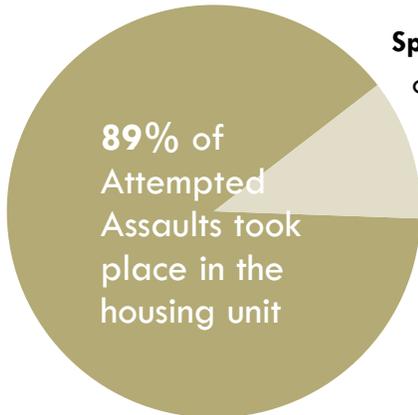
Inmate History:

Previous Institutional Experience: Forty-seven percent (29) of the inmates involved in attempts had a previous episode of incarceration.

Offense History: Of the inmates involved in attempts, 84% were incarcerated for a violent crime (most serious offense). This includes crimes such as murder, sexual assault, and robbery. The remaining inmates' most serious offenses were property, drug, or other public order offenses.

Location Information:

Facility Security Level: The majority of attempts (87% or 55) occurred among inmates at maximum security facilities; 6% (4) occurred at medium security facilities; and 3% (2) occurred at WRC. There was one attempt that occurred at a minimum security facility.



Specific Location of the Attempt: Fifty-six percent (34) of attempted assaults occurred in the cell area. This includes attempts near the cell trap, during cell extractions, and when objects or substances were thrown from the cell, among others. Additionally, 89% took place in the housing unit.

Staff Information

Seniority of Staff Involved in Attempts: At the time of the attempted assault, 32% (21) of the staff involved in attempts had been working at the WI DOC for at least five years. In addition 26% (17) had been working for the WI DOC for at least 10 years.

Results:

Referred to Law Enforcement: Twenty-four percent (17) of the attempted assaults were referred to law enforcement. Counties may not prosecute attempted assaults based on their resources and priorities.

B. Completed Assaults on DAI Staff

The numbers below include completed assaults on staff. These incidents were direct actions by an inmate towards a staff member where a staff member was assaulted and possibly injured.

Of the 273 assaults reported, 278 staff and 181 inmates were involved.

Key Points:

- 60% (164) of the assaults took place at maximum security facilities
- 66% (179) occurred in a restrictive housing area
- 55% (150) of the inmates involved were between 17 and 29 years old
- 51% (140) happened within the first six months of the inmate arriving at the facility

Type of Assault: Forty-three percent (117) of completed assaults involved battery by an inmate, 54% (147) involved spitting, or throwing a liquid or object at staff, and 1% (3) involved sexual assault. An assault can be assigned to more than one category, as multiple actions could have occurred during an incident. For example, if the incident involved spitting as well as battery by a prisoner, the assault was assigned to both categories.

Inmate Information

Age: Over half (150) of the inmates involved were under 30 years old at the time of the incident; 8% (21) were 55 years old or older.

Mental Health Status: At the time of the completed assault 52% (141) of the inmates involved had a serious mental health condition (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

Admission Date and Sentence Term:

Admission to Prison: Half (136) of the involved inmates had been admitted to prison for one year or less prior to the assault. Over a third of the inmates involved had been in prison for five years or more.

Length of Stay at a Facility: Fifty-one percent (140) of the involved inmates had been at the facility where the assault occurred for six months

Assaults mainly involve inmates under the age of 40 and at maximum security facilities.

Over half have a serious mental health condition.

or less at the time of the assault. Additionally, 83% (227) of the assaults happened within two years of the inmate being admitted to that facility.

Sentence Term: At the time of the assault, 43% (117) of the inmates responsible were within two years of their release date.

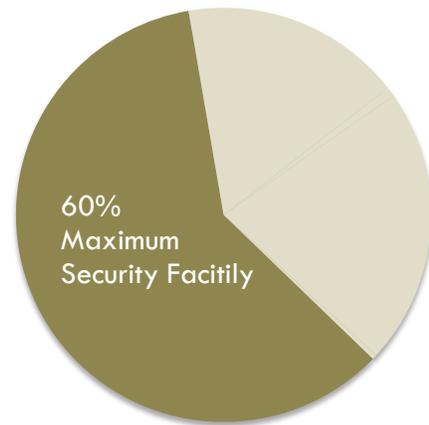
Inmate History:

Previous Institutional Experience: Forty-three percent (118) of the involved inmates had at least one prior episode of incarceration.

Offense History: Eight-seven percent (157) of the inmates were incarcerated for a violent crime (most serious offense). This includes crimes such as murder, sexual assault, and robbery.

Location Information:

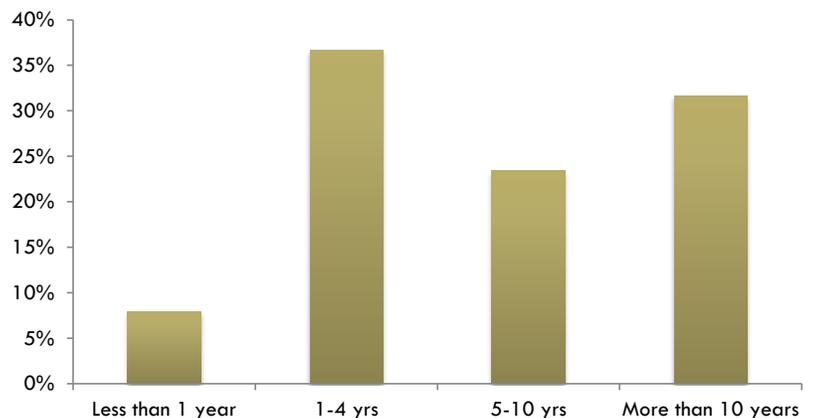
Facility Security Level: The largest numbers of completed assaults were committed by inmates at maximum security facilities (60% or 164); 17% (47) occurred at medium security facilities; 22% (59) occurred at WRC; and 1% (3) occurred at minimum security facilities or off-site.



Specific Location of the Assault: Sixty percent (165) of completed assaults occurred in the cell area. This includes assaults near the cell trap, during cell extractions, and when objects or substances were thrown from the cell.

Staff Information

Seniority of Staff Involved¹: Fifty-five percent (153) of the staff involved in completed assaults had been working at the WI DOC for at least five years prior to the assault. Over 30% had been working at the DOC for more than 10 years. The graph depicts the number of years of service for the staff involved in completed assaults.



¹ Contract employees for the State of Wisconsin do not have seniority dates; they are excluded from all seniority data analyses.

Results:

Referred to Law Enforcement: Almost sixty percent (156) of the completed assaults were referred to law enforcement. Law enforcement referrals are not made if the inmate is deemed incompetent due to mental health issues. Some of the inmates were deemed incompetent and therefore a law enforcement referral was not made, as requested by local law enforcement who did not want a referral for these incidents.

Injuries and Workers' Compensation Claims: Staff sustained injuries of varying degrees of severity. Of the 273 assaults, 61 claims were filed.

C. DAI Staff Injuries

The numbers below include injuries to staff that resulted during an incident with or near an inmate.

An example of such an injury is when a staff member breaks up a fight between two inmates and, in the process, the staff member's foot is stepped on, resulting in a broken toe. In a manner similar to assaults, these types of incidents are reviewed each week. In FY15 there were 48 reported injury incidents involving 68 staff members.

Location Information:

Facility Security Level: Forty-two percent (20) of the injuries reported occurred at maximum security facilities, 52% (25) at medium security facilities, and 6% (3) occurred at minimum security facilities.

Restrictive Housing: A little over half (25) of the injuries took place in a restrictive housing unit or area, while 48% (23) of the injuries occurred outside of a restrictive housing unit or area.

Specific Location of the Incident: Almost forty percent (18) of the injuries occurred in a cell. Incidents in the cell hall and housing unit constituted 52% (25) of injuries.

Results:

Injuries and Workers' Compensation Claims: Injuries occurred with many levels of severity. Also, during the incidents there were situations where more than one staff member was involved and injured. Of the 48 injury reports submitted, 50 Workers' Compensation claims were filed in FY15.

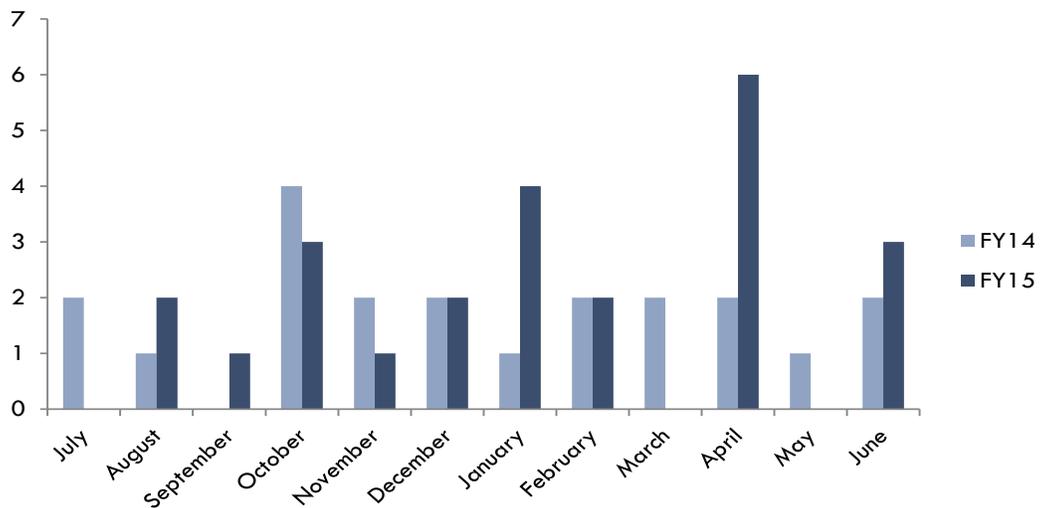
II. Division of Community Corrections

DCC reviewed assault and injury incidents occurring in FY15. Incidents are grouped into one of three categories: attempted assaults, completed assaults, and injuries.

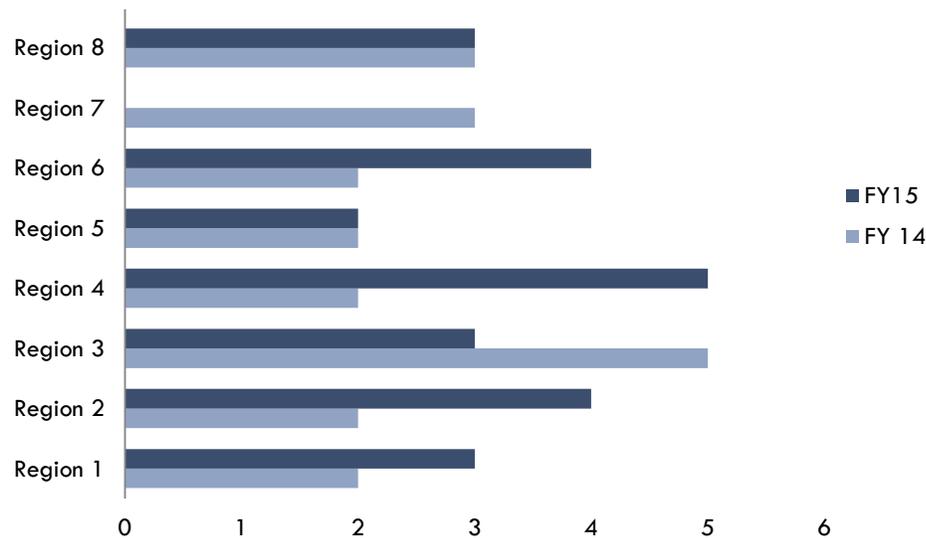
In FY15, there were 24 incidents: eight attempted assaults, five completed assaults, and 11 injuries by contact.

	FY14	FY15
Attempted	7	8
Completed	10	5
Injuries	4	11
Total	21	24

The largest number of incidents (6) occurred in April. During three months there were no incidents.



The number of incidents was relatively the same among the eight DCC regions. There were at least two incidents from every region in FY15, except Region 7, which had zero incidents. The highest number of incidents occurred in Region 4. The average number of incidents per Region was three.



A. Attempted Assaults on DCC Staff

The numbers below include attempted assaults on staff. These incidents include direct actions from an offender or an associate of the offender towards a staff member, where the staff member was not assaulted and there was no physical injury.

There were eight attempted assaults reported. Of the eight attempts, 13 staff, seven offenders, and one family member of an offender were involved.

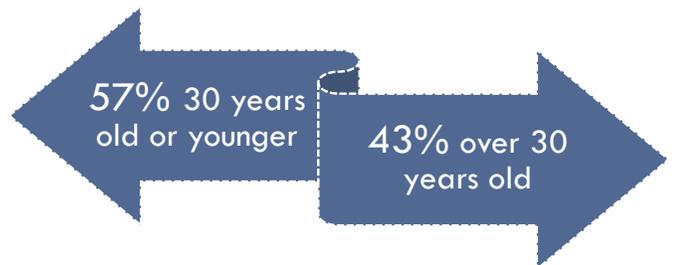
Type of Assault: Half of the attempted assaults involved battery by an offender, while the remaining attempts involved throwing an object at staff. Two of the four throwing assault attempts involved the offender throwing a chair toward the staff member. Attempted assaults can be assigned to more than one category, as multiple actions could have occurred during an incident. For example, if the incident involved spitting as well as battery by offender, the attempted assault was assigned to both categories.

Specific Location of the Attempt: Half (4) of attempted assaults occurred at a DCC office. Thirty-eight percent (3) occurred at a county jail and one occurred during a vehicle transport with an offender.

Offender Information

Seven of the eight incidents involved an offender.

Age: Fifty-seven percent (4) of the offenders involved in attempted assaults were under 30 years old at the time of the incident. Forty-three percent (3) were 30 years old or older.



Previous Supervision Experience: Over forty percent (3) of the involved offenders were on their first episode of supervision, one was on their second, two were on their third, and one was on their sixth episode.

Supervision Type: Seventy-one percent (5) of the offenders involved were on probation supervision.

Offender Risk Level: Over half (4) of the offenders involved were high-risk. The offender's risk level represents a calculated likelihood of the risk to re-offend and is used in part to determine how closely offenders are supervised.

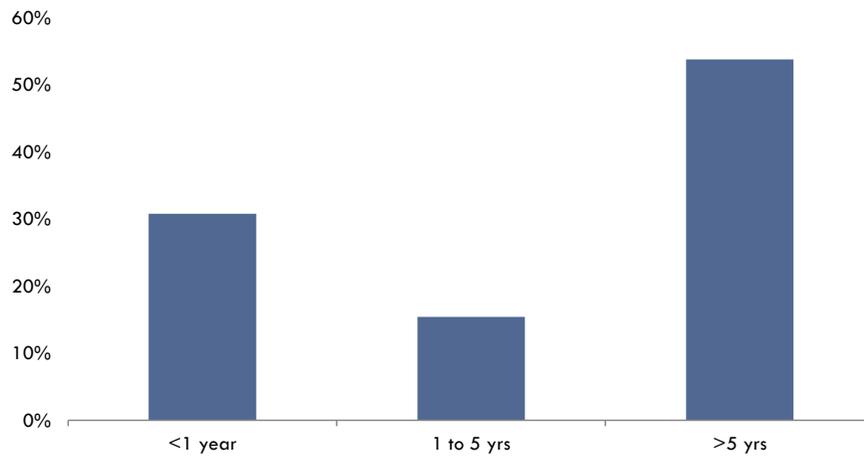
Admission Date and Sentence Term:

Admission to Supervision: Eighty-six percent (6) of the attempts involved offenders who had been placed on supervision within the past two years.

Sentence Term: At the time of the attempted assault 71% (5) of the offenders responsible were within two years of their discharge date. The other two were within five years of their discharge date.

Staff Information

Seniority of Staff Involved in Attempts: Over half (7) of the staff involved in attempted assaults had been working at the WI DOC for at least 5 years.



Type of Staff: Ninety-two percent (12) of the staff involved in attempted assaults were DCC agents. The other staff member was a Corrections Field Supervisor (8%).

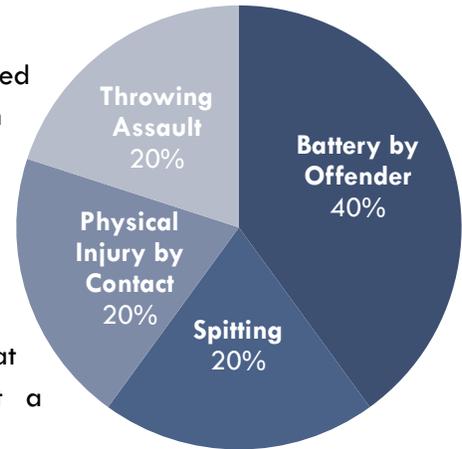
Results:

Referred to Law Enforcement: Six of the eight (75%) attempts were referred to law enforcement.

B. Completed Assaults on DCC Staff

The numbers below include completed assaults on staff. These incidents were direct actions by an offender or a family member towards a staff member, where a staff member was assaulted and possibly injured. There were five completed assaults reported during FY15. Of the five assaults reported, six different staff members, one family member of an offender, and four offenders were involved. Two of the five incidents resulted in injuries to staff.

Type of Assault: Forty percent (2) of completed assaults involved battery by an offender. Additionally, there was one incident of each of the following types; spitting, throwing an object at staff, and physical injury by contact.



Specific Location of the Assault: Sixty percent (3) of the assaults occurred in a DCC office. Additionally, there was one incident that occurred in the community and one incident that occurred at a transitional living facility (TLP) where the offender was living.

Offender Information

Four of the five incidents involved an offender; one involved an offender's family member.

Age: Seventy-five percent (3) of the offenders involved were over 30 years old at the time of the incident. None were over 55 years old.

Previous Supervision Experience: Of the four offenders involved each had a different supervision experience. One was on their first, one on their second, one on their fourth, and one on their fifth episode of supervision.

Supervision Type: Half (2) of the offenders involved were on probation supervision.

Offender Risk Level: Fifty percent (2) of the offenders involved were high-risk. The offender's risk level represents a calculated likelihood of the risk to re-offend and is used in part to determine how closely offenders are supervised.

Admission Date and Sentence Term:

Admission to Supervision: All (4) of the involved offenders had been on supervision for less than one year at the time of the assault.

100% of the offenders had been on supervision for less than 1 year.

Sentence Term: At the time of the assault all (4) of the offenders responsible were within three years of their discharge date.

100% of the assaults on staff were referred to law enforcement

Staff Information

Seniority of Staff Involved: Eighty-three percent (5) of the involved staff had been working at the WI DOC for at least five years.

Type of Staff: Eighty-three percent (5) of the staff involved in the incidents were DCC agents. The remaining staff member was a Corrections Field Supervisor (17%).

Results:

Referred to Law Enforcement: One hundred percent (5) of the assaults were referred to law enforcement.

Injuries and Workers' Compensation Claims: Staff sustained injuries of varying degrees of severity. Of the five assaults, six staff were involved, and two claims were filed.

C. DCC Staff Injuries

The numbers below comprise injuries to staff that resulted during an incident with or near an offender, associate or family member of the offender, or an animal.

An example of an injury is when a staff member is performing a home visit at the offender's house and the offender's dog bites or scratches the staff member. In FY15 there were 11 reported injury incidents. Nine (82%) of these incidents involved an animal bite, scratch, or puncture wound. Two (18%) of the incidents involved physical injury by contact with the offender.

Location Information:

Specific Location of the Incident: All (9) of the injuries involving an animal occurred at the offender's residence. Of the incidents involving an offender, one occurred at a DCC office and the other occurred at the offender's residence.

Results:

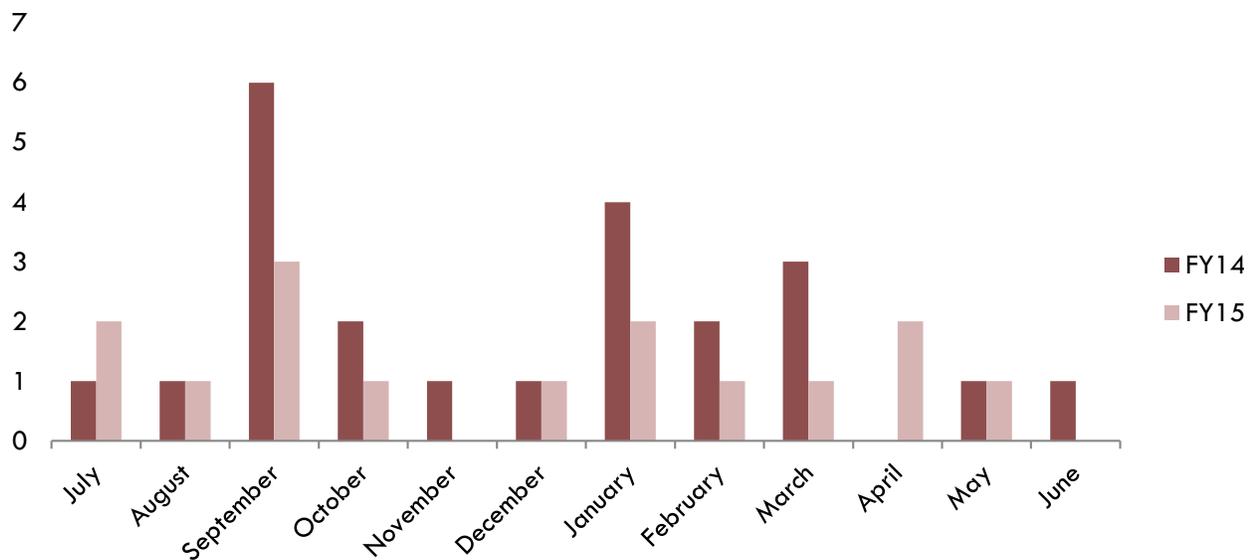
Injuries and Workers' Compensation Claims: Injuries occurred with many levels of severity. Incidents include situations where more than one staff member is involved. Of the 11 injury incidents, one Workers' Compensation claim was filed in FY15.

III. Division of Juvenile Corrections

For this reported period DJC tracked completed assaults and reported injuries to staff. Currently, DJC does not track assaults on staff while the youth is on supervision, or injuries to DJC field staff. In FY15, there were 15 completed assaults and reported injuries to DJC staff.

Fiscal Year	FY14	FY15
Completed	16	13
Injuries	7	2
Total	23	15

FY15 is comparable to FY14 in that September and January had the most incidents for the year.



A. Completed Assaults on DJC Staff

The numbers below include completed assaults on DJC staff at Copper Lake School or Lincoln Hills School. These incidents were direct actions by a youth towards a staff member where a staff member was assaulted and possibly injured. Of the 13 assaults reported, 38 different staff members and 11 youth were involved.

Key Points:

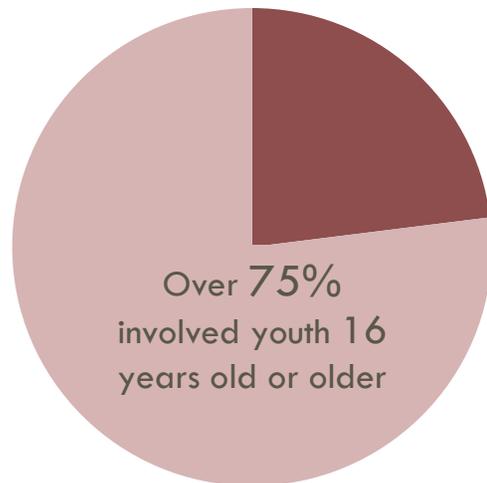
- 38% (5) of the assaults occurred at Copper Lake School
- 62% (8) of the assaults occurred at Lincoln Hills School
- 77% (10) of the youth involved were 16 years old or older
- 69% (9) of the assaults occurred in restrictive housing

Type of Assault: Forty-six percent (6) of the completed assaults involved spitting or throwing a liquid or object at staff and 54% (7) involved battery by a youth. As previously noted, an assault can be assigned to more than one category, as multiple actions could have occurred during one incident.

Youth Information

Age and Gender:

Age at Assault	Female	Male
14	-	-
15	-	3
16	2	2
17	3	2
18	-	1



Admission Date and Sentence Term:

Institution Admission: Forty-six percent (6) of the completed assaults involved youth who had been admitted to the juvenile correctional facility less than one year prior to the assault.

Sentence Term: At the time of the assault 38% (5) of the youth responsible were within six months of their release date. Additionally, 69% (9) were within one year of their release date at the time of the assault.

Location Information:

Specific Location of the Assault: Forty-six percent (6) occurred on the living unit. An additional 38% (5) of assaults occurred at the front of the juvenile's room.

Staff Information

Seniority of Staff Involved: At the time of the assault, half of the involved staff had been working at the WI DOC for at least five years. Three staff members had worked for DOC for less than one year.

Results:

Referred to Law Enforcement: All of the assaults (13) were referred to law enforcement.

100% of the completed assaults were referred to law enforcement.

Injuries and Workers' Compensation Claims: Staff sustained injuries of varying degrees of severity. Of the assaults, 38 total staff were involved, and three claims were filed.

B. DJC Staff Injuries

In FY15 there were two reported injury incidents with two different staff involved. These incidents included injuries to staff that resulted during an incident with or near a youth.

One of the incidents happened in the school and the other occurred in the day room.

Results:

Injuries and Workers' Compensation Claims: Injuries occurred with varying degrees of severity. Of the two injury reports submitted, no Workers' Compensation claims were filed in FY15.

IV. Conclusion and Initiatives

The DOC is committed to continuing its work to reduce the number of staff assaults, attempts and injuries that take place at all of its facilities and in the community.

Division of Adult Institutions

Restrictive Housing Reform

A primary focus for DAI has been to reduce the number of seriously mentally ill inmates who are housed in restrictive housing. The initial step taken was to revise several divisional policies towards focusing closer attention on inmates with serious mental health conditions and/or intellectual disabilities while they move through the disciplinary process or are in restrictive housing. The second step was to initiate psychological services staff reviews of all inmates with serious mental health conditions and/or intellectual disabilities to ensure the accuracy of their current diagnosis.

The Department has begun developing and implementing more dynamic misconduct diversionary procedures and programs for inmates designated as seriously mentally ill, to include diversion units designed as an alternative to restrictive housing. The first diversion program unit, at Oshkosh Correctional Institution, is set to begin taking inmates in mid-2016, with a goal to expand these programs at other DOC facilities.

Finally, in conjunction with diversion programs, the Department intends to implement a Certified Peer Specialist program at several facilities. This program aims to train inmates to provide support and counseling services to other inmates on a variety of issues, including supporting mental health treatment participation.

Body Cameras

After a successful pilot program at Waupun Correctional Institution (WCI), the Department has requested funds to provide body cameras for all restrictive housing units at all maximum- and medium-security facilities. A formal paper was completed in 2015.

Division of Community Corrections

Training

DCC continues to place emphasis on annual DCC Principles of Subject Control training for staff in order to promote staff, offender, and community safety. DCC will offer training on the use of Oleoresin Capsicum (OC) for staff who have not previously had exposure. The training will ensure all staff have the ability to carry OC according to the requirements outlined in policy.

Prevention Planning

DCC continues to direct staff to best practices of custody, escort, and the transport of offenders.

The DCC transportation policy was recently updated as a result of use of force reviews. This policy is intended to proactively address staff safety concerns during transports and custodies occurring in the field, a time when the opportunities for staff injury are highest.

Office Layout

Review of DCC unit office floor plans is ongoing, with a focus on the overall safety and security of staff. All floor plans for new office space are designed with a custody staging area and Law Enforcement assistance locations within the building.

Division of Juvenile Corrections

Implementation of Performance-based Standards (PbS)

DJC continues to implement PbS initiatives at Copper Lake and Lincoln Hills Schools. PbS is a data-driven, continuous improvement process. The core focus of PbS is to improve the conditions of confinement and quality of life for youth by monitoring the rights, safety and quality of services for youth. It takes into account youth and staff perspectives leading to improved practices and safety. It is well known that a symbiotic relationship exists between youth and staff satisfaction within a juvenile facility. National data indicate that facilities have less violence where the youth report good relationships with staff.

Training

DJC continues to emphasize training that includes adolescent brain development; trauma informed care; cultural sensitivity; motivational interviewing; communication and verbalization skills; reducing the use of seclusion, restraints, incapacitating agents, and physical alternatives; and ultimately reducing staff assaults. DJC has developed a year-round training calendar that focuses on these areas and other pertinent topics that emphasize relationship building.

Treatment of Youth with Mental Health Issues

DJC developed a database that tracks youth with mental health/trauma issues at both Copper Lake and Lincoln Hills. Staff reference this before intervening with youth. Triggers to consider and strategies to use with youth when intervening will be further developed, in addition to a mental health classification system.