CSSD Girls’ Services Update

FWSN Advisory Board Meeting
November 20, 2008

State of Connecticut Judicial Branch
Court Support Services Division
Girls and boys experience many of the same risk factors, but they differ in sensitivity to and rate of exposure to the risks. 

...As a result, they have different programming needs.
The Girls Study Group found risk and protective factors associated with delinquency in both girls and boys:

- Family dynamics
- Structure and stability
- Supervision and control
- Family criminality
- Maltreatment

- School involvement
- Availability of community-based programs
Gender-Sensitive Risk and Protective Factors

- Early puberty
- Depression and anxiety
- Sexual assault
- Romantic partners

RTI 2008
Girl-Specific Resiliency Factors

- Support from a caring adult
- Success in school
- School connectedness
- Religiosity
Court-Involved Girls in CT
Girls in Connecticut’s Juvenile Justice System

- 36% of the JJ population in CT
- From fragmented families
- Racially diverse
- Over 11% are mothers
- 13 - 15 years old in JJ
- Multiple physical and mental health needs
- Many are status offenders or have minor offenses
- Are referred multiple times with multiple referrals

UConn School of Social Work 2002
Common Threads

- Resiliency
- Fragmentation in families both in who their caretakers are and where they reside
- Cultural diverse (including sexuality)
- Trauma survivors
- Runners
- Aggressive = commitment
- Struggle academically and in school environment

Beyer, 2005
## 07/08 Data

<table>
<thead>
<tr>
<th>Category</th>
<th>Girls</th>
<th>Boys</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delinquency</td>
<td>3209</td>
<td>6519</td>
<td>9728</td>
</tr>
<tr>
<td>FWSN</td>
<td>1074</td>
<td>1233</td>
<td>2307</td>
</tr>
<tr>
<td>YIC</td>
<td>428</td>
<td>457</td>
<td>885</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4740</td>
<td>8180</td>
<td>12,920</td>
</tr>
<tr>
<td>Category</td>
<td>Girls</td>
<td>Boys</td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>-------------</td>
<td>------------</td>
<td></td>
</tr>
<tr>
<td>Delinquency</td>
<td>-12.6%</td>
<td>-9.9%</td>
<td></td>
</tr>
<tr>
<td>FWSN</td>
<td>-36.6%</td>
<td>-39.5%</td>
<td></td>
</tr>
<tr>
<td>YIC</td>
<td>-29%</td>
<td>-25%</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>-21.1%</td>
<td>-17%</td>
<td></td>
</tr>
</tbody>
</table>
Detention Admissions

<table>
<thead>
<tr>
<th></th>
<th>Girls</th>
<th>Boys</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>05/06</td>
<td>510</td>
<td>1412</td>
<td>1922</td>
</tr>
<tr>
<td>06/07</td>
<td>474</td>
<td>1236</td>
<td>1710</td>
</tr>
<tr>
<td>07/08</td>
<td>369</td>
<td>1075</td>
<td>1444</td>
</tr>
</tbody>
</table>

% change  -27.6%  -23.8%
System Change across CSSD
Change at all Levels

System Level:
Agency, System Partners

Program Level:
Service Providers, Referral Sources

Direct Practice Level:
Staff, Client, Family, Community
Fundamental Female Responsive Practice Principles

- Physical, Emotional and Psychological Safety
- Relational, Strengths-based Approach
- Trauma Sensitive
- Family-Focused
- Culturally Competent
CSSD’s Timeline to Female Responsive Practice

- 1999 Infrastructure Development
  - Grant Award from OJJDP and BJA
- 1999 – 2002 Research
- 1999 - 2003 Education and Advocacy
- 2000 – 2007 Program Development
  - 2000 – 2002 Single-sex programs emerge
  - 2003 - 2006 Female Responsive Detention
  - 2005 - 2007 New Program Models for girls
  - 2007 Girls Probation Model
- 2008 Emerging as a GS JJ system
Creating a Gender Responsive Juvenile Detention System

To establish a new culture throughout the Juvenile Detention System in Connecticut that proactively meets clients’ needs and teaches client-self management through gender responsive approaches and services.
Creating a Gender Responsive Juvenile Detention System

A Comprehensive Process
- Assessment
- Training
- Technical Assistance
- Quality Assurance
- Evaluation
Program-Level Assessment

How Female Responsive is the Detention Center?

– Philosophy
– Facility
– Staff and Management
– Program Culture
– Behavior Motivation
– Tx/Service Planning
– Programming and Services
– TQI

CORE Associates, LLC, 2005
First Stop: Washington Street

- Single Sex to Female Responsive
  - Assessed facility adherence to principles
    - Surveys, interviews, focus groups and observations over 3 months time
  - Created a culture that was relational and strengths-based
    - Trained all staff, clarified expectations
    - Developed internal coaches
    - Provided on-site technical assistance
First Stop: Washington Street

- Single Sex to Female Responsive, cont.
  - Implemented new systems, programs and practices that are gender-specific
    - Staff facilitate groups
    - Girls actively involved in programming
  - Sustain change over time with program and systems-level quality assurance
    - Internal QA processes
    - External QA processes
    - 2x yearly audits
    - Ongoing booster sessions for staff
Washington Street Outcomes

- Eliminated mechanical restraints
  ◆ From 4 per month to 0
- Eliminated room time
  ◆ From 200 hours per month to 27 hours per month to 0
- Improvement in staff and client safety
  ◆ Few use of force incidents; from 15 to 1
  ◆ Major reductions in worker compensation claims
  ◆ 73% reduction in number of girls returned to state detention for behavioral issues.
  ◆ Improvements in perceived safety
## Project Status

<table>
<thead>
<tr>
<th></th>
<th>Assessment</th>
<th>Training</th>
<th>TA/QA</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hartford Girls (WSD)</td>
<td>COMPLETE</td>
<td>COMPLETE</td>
<td>COMPLETE</td>
<td>COMPLETE</td>
</tr>
<tr>
<td>Hamden Girls*</td>
<td>N/A</td>
<td>COMPLETE</td>
<td>COMPLETE</td>
<td>COMPLETE</td>
</tr>
<tr>
<td>New Haven</td>
<td>COMPLETE</td>
<td>COMPLETE*</td>
<td>T1 DONE</td>
<td></td>
</tr>
<tr>
<td>Bridgeport</td>
<td>COMPLETE</td>
<td>Currently Underway</td>
<td>T1 DONE</td>
<td></td>
</tr>
<tr>
<td>Hartford</td>
<td>COMPLETE</td>
<td></td>
<td>T1 DONE</td>
<td></td>
</tr>
</tbody>
</table>
Female Responsive Probation

GOAL

To increase the effectiveness of probation interventions for girls
Female Responsive Probation

**Objectives:**

1. Enhance officer skills to identify risk and needs through root-cause analysis of presenting problems
2. Intervene in the cycle of court involvement utilizing a relational, strengths-based approach
3. Link girls to appropriate programs based on risks, needs AND strengths
Female Responsive Probation

Structure

- 11 Juvenile Probation Officers statewide
- Capped caseloads of 25 girls
- Assignment of cases is based on a random design, generally officers are assigned to specific towns/cities
Female Responsive Probation

- Designated Project Coordinator in place

- Gender officers attend bi-monthly meetings to discuss obstacles and possible solutions

- Project Coordinator has regular contact with officers, observing client interactions and reviewing predisposition studies and case plans
Female Responsive Probation

**Implementation**

- Initial and ongoing comprehensive training
  - Officers received 137 hours of training
- Standardized screening and assessment tools
  - IRS, JAG, MAYSI II
- Client-level driven
Female Responsive Probation

Support:

- Integrated technical assistance and quality assurance
- Funds for referrals to non-traditional services and pro-social activities
- Comprehensive process and outcome evaluation
System wide reduction

Between 1999 and 2008, Delinquency Commitments are down 57% for girls; 59% for boys
# Recidivism Differences

<table>
<thead>
<tr>
<th></th>
<th>12 months after referral</th>
<th>24 months after referral</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Girls 12/05</strong></td>
<td>40.5%</td>
<td>48.1%</td>
</tr>
<tr>
<td><strong>Girls 6/06</strong></td>
<td>38%</td>
<td>45.4%</td>
</tr>
<tr>
<td><strong>Boys 12/05</strong></td>
<td>44.9%</td>
<td>52.4%</td>
</tr>
<tr>
<td><strong>Boys 6/06</strong></td>
<td>41.7%</td>
<td>50.1%</td>
</tr>
</tbody>
</table>
Women Offender Case Management Model

- CSSD selected by NIC in 12/06 to implement WOCMM
- 8 trained officers implemented model in 4 adult probation offices in July 07
- Caseloads are capped at 35
- Team approach
- Enhanced training, coaching and meetings
New Program Models that are Female Responsive

- Juvenile Risk Reduction Centers (3 – 4 months, center-based)
  - Provides single sex groups
  - Offers gender responsive curricula
    - Voices
    - TARGET
    - Girls Circle
  - Attention to gender and trauma sensitivity in overall programming
New Program Models that are Female Responsive

- Programs for Status Offenders
  - Developed out of research on girls AND effective practice
  - Integrates female responsive practice principles in every aspect of program

- Examples:
  - CARE: Center for Assessment, Respite and Enrichment (2 week stay; voluntary)
  - FWSN Center (45 day stay max. court ordered)
  - Family Support Centers (diversion from court)
CARE Outcomes

Diverting girls from Detention
- 86% 3 months post CARE
- 79% 6 months post CARE
- 77% 9 months post CARE

Diverting girls from Court Involvement
- 86% 3 months post CARE
- 77% 6 months post-CARE
- 65% 9 months post-CARE
CARE Waterbury

Between 2003 – 2005:

- 30% decrease in girls admissions to detention
- 40% decrease in girls sent to detention with a prior FWSN referral

In 2003, 28% of girls who went to detention from Waterbury court had a prior FWSN. In 2005, that dropped to just 15%.

In 2003, 51% of girls who were referred as FWSN to Waterbury court had a subsequent delinquency, but that dropped to 44% in 05,
Emerging as a Gender Responsive Juvenile Justice System

- Policy
- Practice
- Outcomes
Questions/ Discussion