
THE JOB TO BE DONE:

WHAT DO WE WANT FROM THE
JUVENILE JUSTICE SYSTEM?



WHAT'S THE JOB TO BE DONE?

Understanding the “job” for which people hire a product or service helps innovators more accurately develop products that align with what people want accomplished.

WHAT'S THE JOB
TO BE DONE?

Public Safety
Interrupt delinquency
Support safer communities
Rehabilitation

WHAT'S THE JOB
TO BE DONE?

We achieve public safety and safer
communities through helping youth find
successful paths forward in their lives

THE JOB WE HAVE
BEEN DOING
PRODUCES THIS:

Youth incarcerated as a juvenile are 4xs
more likely to be incarcerated as adults (WA)

**THE JOB WE HAVE
BEEN DOING
PRODUCES THIS:**

Youth identified as low and moderate risk who are served in the community are 50% less likely to be adjudicated of a new felony within 3 years compared to those who are incarcerated (OH)

THE JOB WE HAVE
BEEN DOING
PRODUCES THIS:

For every month a youth stayed in OH DYS,
they were 3% more likely to be
reincarcerated upon release

**THE JOB WE HAVE
BEEN DOING
PRODUCES THIS:**

Youth who remained in the community on probation were 30% less likely to be sentenced to prison as an adult than those who were placed in the state system (TX)

THE JOB WE HAVE
BEEN DOING
PRODUCES THIS:

Youth placed in detention had a 31% lower
likelihood of graduating high school (IL)

Staff working in the juvenile justice system

34% experience PTSD symptoms regularly

36% experience Depression

Higher rates of hypertension, cardiovascular issues, and physical injuries compared to other professionals





STRONGEST EVIDENCE FOR SUCCESS

Early **intervention** and **supportive** services

Deflection and diversion programs for as many youth as possible

Shorten length of stay for youth in the system

Design the system and reshape the roles of staff to **coaches**



4 KEY REASONS the juvenile justice system continues to **struggle** to help staff, youth, families, and communities thrive and what we can do about it



THE JOB ARE
WE DOING



Redefine
The Role of Staff to
Coaches

IMPARTIAL

INVESTED

PUNISHMENT BASED INTERVENTIONS

Not a single reviewer of studies of the effects of official punishment alone (custody, mandatory arrests, increased surveillance, etc.) has found consistent evidence of reduced recidivism.



PUNISHMENT

ACCOUNTABILITY

WHAT IF I WANTED TO LOSE WEIGHT?

311 LBS

281 LBS



255 LBS

CONDITIONS OF SUPERVISION

1. You shall weigh 255 lbs or less.
2. You shall weigh yourself at the request of the probation department.
3. You shall allow the probation officer to visit your house and search your refrigerator.
4. You shall only eat 2,500 calories a day.
5. You shall attend Weight Watchers.
6. You shall stay away from buffets.

You and your parents/guardians are expected to follow these requirements while you are under the Court's supervision:

1. You and your Parents/Guardians will participate in the development and implementation of the case plan.
2. You will not travel outside of Crawford County or Pennsylvania without prior approval from your probation officer.
3. Advise the Probation Officer **IMMEDIATELY** of any change in address or telephone number.
4. A property and personal search may be conducted by a probation officer if there is reasonable suspicion to believe that the real or other property, in the possession of, or under the control of a child who is under supervision of the Crawford County Juvenile Probation Department, contains contraband or other evidence of violations of the conditions of supervision.
5. You will obey your Parents/Guardians at all times and abide by any rules or regulations established for you by your Parents/Guardians and agreed upon by the Juvenile Probation Department.
6. You will report to the Juvenile Probation Department for fingerprinting and photographing upon receipt of the court order.
7. You will report to the Probation Officer as directed and agree that the Probation Officer may visit at any time.
8. You will comply with all federal, state, county and municipal laws and abide by any instructions from your Probation Officer. You will immediately notify your Probation Officer of any arrest or investigation by any law enforcement agencies.
9. You will not use, possess, distribute, and/or transport any alcoholic beverages, illegal drugs, and/or harmful substances. You will not knowingly remain in the company of anyone who is using, possessing, distributing, or transporting illegal drugs; or anyone under the age of 21 who is using, possessing, distributing, or transporting any alcoholic beverages. You will submit to random urinalysis testing as directed by any officer of the Crawford County Juvenile Probation Department.
10. All fines, costs, and restitution payments, ordered to you by the Court, must be paid immediately or in accordance with any scheduled payment arrangements approved by your probation officer, at the Crawford County Clerk of Courts Office.
11. You will fulfill the Court Ordered fines and costs (set by the court system).
12. You will pay, in cash, a fee of \$25.00 to the Crime Victim Compensation Fund, a fee of \$40.25 to the JCS Fund and a fee of \$25.00 to the Crawford County Juvenile Court Restitution Fund.
13. You will perform community service hours, as assigned by the Court in lieu of fines and costs or by the Juvenile Probation Department as part of the Graduated Response Program.
14. You will attend school, or other education program, every day that you are physically able and have no illegal absences.
15. If you are found to be in need specific treatment, you will be referred to an appropriate treatment program. You and your parents/guardians will follow all recommendations of the treatment program as specified in the case plan.
16. You and your parents will participate in the Graduated Responses Program, as directed by your Probation Officer.
17. You may be required to attend a Victim/Community Awareness Group at the discretion of your supervising probation officer. If referred, you will be expected to fully comply with the group, which includes writing a sincere letter of apology to your victim(s).
18. If you are not referred to the Victim/Community Awareness Group, you will still be expected to write a sincere letter of apology to your victim(s). This shall be completed during your term of supervision.

CONDITIONS OF SUPERVISION

CHANGE- ORIENTED CONDITIONS OF SUPERVISION

Re-engage in school and regularly attend by the end of supervision

Work towards eliminating substance use by the end of supervision

Connect with family and build a positive relationship with adult, support person

Build positive relationships with prosocial youth

PERFECTION

PROGRESS





FAILURE

SUCCESS

**WHAT'S THE JOB
TO BE DONE?**

We achieve public safety and safer
communities through helping youth find
successful paths forward in their lives

IMAGINE A SYSTEM

Where youth are assessed not for the risk of reoffending

Where we don't create a case plan and track compliance

Where every entry point of the system youth are a referee to catch kids failing

Where youth get rulebooks to follow

Where our system's outcomes aren't measured in reoffending

Where kids, families, and communities thrive!
