

STRATEGIC PLAN

Nebraska Coalition for Juvenile Justice
Diversion Subcommittee
2018

NEBRASKA

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COMMISSION ON LAW ENFORCEMENT
AND CRIMINAL JUSTICE

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Introduction

The Juvenile Diversion Subcommittee is a working group of the Nebraska Coalition for Juvenile Justice (NCJJ) pursuant to Nebraska Revised Statute §81-1427. The purpose of the subcommittee is to comply with Neb. Rev. Stat. §81-1427 and to support juvenile diversion programs throughout the state of Nebraska.

On December 7, 2017, the Diversion Subcommittee held a strategic planning SWOT analysis session where the group discussed the “strengths, weaknesses, opportunities, and threats” to this subcommittee and diversion statewide. The goal of the strategic planning session was to identify priorities of the subcommittee in which goals and direction could be established moving forward.

Priorities Identified

The results of the SWOT analysis resulted in four main categories of priorities: statewide coordinator and program support, advocacy, best practices, and subcommittee membership.

Statewide Coordinator and Program Support

This category included priorities such as providing statewide training, support, and mentorship to diversion programs, supporting the statewide Director of Juvenile Diversion Programs, assisting in the expansion and improvement of diversion programs, providing networking opportunities for diversion programs, and providing technical assistance and coordination for areas with limited resources.

Advocacy

This category included priorities such as advocating for diversion programs statewide, to include providing positive public relations at the local as well as state level, advocating to county officials in areas that do not have diversion, as well as showing the success to county officials with diversion, and educating and advocating to policy makers for continued support of juvenile diversion and the Community-based Aid program.

Best Practices

This category included priorities such as working to get a statewide assessment tool for diversion programs to use consistently statewide, educating and advocating for complete and consistent data reporting, and continuous program improvement towards best practices.

Subcommittee Membership

This category include priorities such as diversifying the membership of the subcommittee, determining roles necessary to carry out the mission of the NCJJ and the subcommittee, determining participant expectations, and coordinating working groups to carry out the goals of the subcommittee.

Vision and Mission Statements

Vision:

Collaborate for equal access to effective diversion.

Mission:

Provide support to expand and enhance diversion for the betterment of youth and families in Nebraska.

Goals and Objectives

Statewide Coordinator and Program Support

Goal #1: Promote networking opportunities to provide encouragement, discussion, and the exchange of ideas between diversion programs and stakeholders.

Objectives:

1. Coordinate a statewide diversion coordinator meeting at least once a year.
2. Coordinate at least two diversion program networking events each year.

Goal #2: Create a Diversion Academy to assist programs in meeting a minimum standard for the training of diversion officers.

Objectives:

1. Develop a recommended level of training for all diversion officers throughout the state.
2. Identify existing trainings and communicate those available trainings to local diversion offices.
3. Determine what additional trainings should be made available to diversion programs and take steps to provide such programming statewide.
4. Identify and apply for funding to provide statewide training to diversion programs.
5. Coordinate with other statewide organizations to host a statewide conference for all diversion and Community-based Juvenile Services Aid programs.

Goal #3: Make diversion available in every county.

Objectives:

1. Maintain dialogue with counties that do not currently offer diversion to youth.
2. Develop a survey for diversion programs with low juvenile population to determine how these programs serve youth and disseminate that information statewide as a resource for other programs.
3. Research and develop alternatives in lieu of formal diversion for counties with low juvenile population.
4. Create a statewide mentorship program to be a resource for diversion officers and county attorneys, both new and current, throughout Nebraska.

Advocacy

Goal #4: Educate county and state officials on diversion success and its value.

Objectives:

1. Develop a one-page handout highlighting diversion successes and emphasizing the value of diversion both locally and statewide.
2. Attend and/or present at statewide conferences, such as Nebraska Association of County Officials (NACO) and County Attorney Association Conference, with the goal of educating stakeholders throughout Nebraska on the value of diversion.
3. Train diversion programs on how to advocate for and educate on their local diversion program to local government officials and general public; to include training on how to use their local data and a messaging plan.
4. Create a toolkit to assist any diversion employee in quickly and easily explaining diversion's purpose and its impact to the public, the media, or government officials.

Goal #5: Identify and educate senators, legislative staff, and juvenile justice stakeholders on the value of diversion and the use of Community-based Juvenile services Aid dollars with the goal of increasing support for diversion programs throughout Nebraska.

Objectives:

1. Schedule appointments with state senators and legislative staff to present relevant juvenile justice reports, educate staff, and strengthen relationship between diversion programs and policy makers.
2. Educate and utilize stakeholder resources, such as NACO, Foster Care Review Board, Nebraska Juvenile Justice Association (NJJA), Heartland Juvenile Services Association (HJSA), Nebraska Coalition for Juvenile Justice (NCJJ), OJS Children's Commission, Court improvement Project, etc., to increase awareness about the importance of diversion programs throughout the state.

Best Practices

Goal #6: Provide training to local diversion programs on the value of accurate data collection and how to use their own data to better their diversion program.

Objectives:

1. Coordinate regional trainings in conjunction with the release of Juvenile Justice Institute (JJI) diversion evaluation and recidivism studies to suggest or provide possible improvements based on the most recent data.
2. Develop webinars on how to export diversion data from Juvenile Case Management System (JCMS) and create resources within Excel.
3. Increase knowledge on JCMS usability, such as promoting JCMS instructional videos and tools.

Goal #7: Advocate for the proper use of screening and assessment tools throughout all diversion programs to be in compliance with Nebraska statute and best practices.

Objectives:

1. Determine what screening and assessment tools are currently being utilized by diversion programs statewide and for what purpose.
2. Research screening tools that could be adopted by all diversion programs to make screening of risk and need of youth entering diversion programs consistent statewide.

Goal #8: Commission a person or organization to create a Nebraska-specific diversion intake tool to be used statewide.

Objectives:

1. Identify and apply for funding to create a Nebraska-specific diversion intake tool.
2. Locate and contract with a person or organization to create a Nebraska-specific diversion intake tool.

Once developed, provide local trainings throughout Nebraska to educate diversion programs on implementing the new intake tool.

Subcommittee Membership

Goal #9: Increase membership diversity and participation on the Nebraska Coalition for Juvenile Justice Diversion Subcommittee.

Objectives:

1. Identify membership roles that will further the mission of the Nebraska Coalition for Juvenile Justice and the Diversion Subcommittee, and recruit additional members who fulfill those membership roles.
2. Identify individuals and their expertise who could serve the Diversion Subcommittee as resource members for limited purposes.
3. Create a one to two minute explanation or handout to describe the Nebraska Coalition for Juvenile Justice Diversion Subcommittee and the Subcommittee's purpose.
4. Determine participation expectation of Subcommittee members and communicate that expectation.

Goal #10: Create working groups to accomplish strategic planning goals.

Objectives:

1. Once workgroups are created, identify leaders from the Nebraska Coalition for Juvenile Justice Diversion Subcommittee to head each Subcommittee working group.
2. Identify and recruit diverse stakeholder involvement in Subcommittee working groups, to include state senators and legislative aides.