

Adult Reentry Strategic Plan 2019

ROAD TO REENTRY

Board Adopted: TBD
Prepared by Neola Crosby



Alameda County Probation Department
Chief Probation Officer Wendy Still, MAS

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Update Overview

"Success is a journey, not a destination." – Arthur Ashe

Successfully re-entering society after incarceration is extremely difficult. Often the underlying issues that led to a person's incarceration were not addressed during his/her incarceration. Upon release, many formerly incarcerated persons need a wide range of services such as housing, health care, mental health, substance abuse services, employment and education. In all likelihood, these needs existed prior to the person's incarceration and, without intervention, they continue to exist after the individual has been released. Faced with the added disadvantages of having a criminal record and being cut off from their social networks, many formerly incarcerated people in California will return to state prison or county jail. Breaking this cycle and the negative impact it has on our communities and families requires developing a system of reentry that begins with assisting individuals from the first point of contact with the criminal justice system through community-based supervision and community integration.

"Having even a minor criminal record, such as a misdemeanor or even an arrest without conviction, can create an array of lifelong barriers that stand in the way of successful reentry."

- The Sentencing Project

To address this need, in March 2014, Alameda County's Board of Supervisors (BOS) adopted the Adult Reentry Strategic Plan – the first, board-adopted County strategic plan focused on reentry. The planning process was led by the Alameda County Probation Department's Reentry Coordinator and included the participation of over 100 individuals representing a myriad of organizations. The Plan outlines the vision statements for both the population and system along with performance measures and corresponding strategies. Once adopted, Alameda County began a process to identify a governance structure tasked with oversight and implementation of the Plan.

The identification process included a comprehensive study of the County's reentry landscape to determine an appropriate governance structure that would have cross-section representation from stakeholders. Under the leadership and direction of Wendy Still, Alameda County Probation Department's Chief Probation Officer (CPO) and Chair of the Community Corrections Partnership Executive Committee (CCPEC), the CCPEC took action to reconvene the Community Corrections Partnership (CCP) to serve as the governance structure charged with implementing and updating the Adult Reentry Strategic Plan.

The CCP is a body that was established in SB 678 for the purpose of implementing the Community Corrections Program with overarching goals to alleviate state prison overcrowding and save state General Fund monies. The Alameda County CCP was initially convened in 2011 to draft and approve the AB 109 Public Safety Realignment Implementation Plan, as required by the Board of State & Community Corrections (BSCC). After completing this task, the Alameda County CCP discontinued meeting.

The CCPEC determined that the composition of the CCP established under SB 678 addressed the cross-section goal. Therefore, based on the statute, the CCP is comprised of the following members:

- The chief probation officer (Chair)
- The presiding judge of the superior court, or his/her designee
- A county supervisor, the chief administrative officer for the county or a designee of the BOS
- The district attorney
- The public defender
- The sheriff
- A chief of police
- The head of the county department of social services
- The head of the county department of mental health
- The head of the county department of employment
- The head of the county alcohol and substance abuse programs
- The head of the county office of education
- A representative from a community-based organization with experience in successfully providing rehabilitative services to persons who have been convicted of a criminal offense
- An individual who represents the interest of victims

In August 2017, Chief Still reconvened the CCP. The CCPEC voted to fill the seats of the community-based representative and the person representing the victim with the Chair and Co-Chair of the Community Advisory Board (CAB). The CAB is a 15-member board, with minimally one-third of its members being formerly incarcerated, that was formed to ensure a “community voice” on matters relating to Realignment and reentry.

The CCP Members (as of December 2019):

Wendy Still, Chief Probation Officer (Chair)	
Gregory Ahern, Sheriff	•Designee: Rich Lucia, Undersheriff
Judge Wayne Carvill, Superior Court	•Designee: Gavin O'Neill
Colleen Chawla, Director, Health Care Services Agency	•Designee: Aneeka Chaudhry
Lori Cox, Director, Social Services Agency	•Designee: Patti Castro
L. Karen Monroe, Alameda County Office of Education Superintendent	•Designee: Monica Vaughn
Nancy O'Malley, District Attorney	•Designee: Eric von Geldern
David Spiller, Chief of Police, Pleasanton	•Alternate: Jeff Tudor, Chief of Police, San Leandro
Brendon Woods, Public Defender	•Designee: Rodney Brooks
Raymond Banks, CAB Co-Chair	
Kamarlo Spooner, CAB Co-Chair	

After the Board adopted the Plan and identified a governance structure, a process was developed to update the performance measures and strategies identified in 2014 to reflect the County's current landscape. The use of subcommittees was again utilized (as with the 2014 process) and CCP members, along with other County department heads with subject matter expertise, were assigned to chair the subcommittees.

THEME #1 – REDUCE RECIDIVISM

Chairs/Co-Chairs	Designee(s)
Wendy Still (Chair) - Chief Probation Officer	
Gregory Ahern - Sherriff	Rich Lucia, Undersheriff
Wayne Carvill - Superior Court Judge	Gavin O'Neil, Principle Analyst
Nancy O'Malley - District Attorney	Eric von Geldern, Assistant District Attorney & Douglas Butler, Program Services Coordinator
Brendon Woods - Public Defender	Rodney Brooks, Executive Program Coordinator

THEME #2 – HIGH QUALITY, COMPREHENSIVE, WRAP-AROUND SERVICE FROM FIRST POINT OF CONTACT WITH THE CRIMINAL JUSTICE SYSTEM, WITH A REINTEGRATION AND REUNIFICATION FOCUS THAT LEADS TO PRO-SOCIAL OUTCOMES

Theme 2 comprises numerous categories. The corresponding subcommittees and chairs are noted below:

COMMUNITY/CIVIC ENGAGEMENT SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
Raymond Banks (Co-Chair) - Community Advisory Board	
Kamarlo Spooner (Co-Chair) - Community Advisory Board	

EDUCATION SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
L. Karen Monroe (Chair) - Alameda County Office of Education (ACOE) Superintendent	Monica Vaughan, ACOE Chief of Schools Student Programs & Services
Dr. Tina Vasconcellos (Co-Chair) - Dean, College of Alameda	

FAMILY REUNIFICATION/STABILITY SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
Phyllis Nance (Chair) - Director, Department of Child Support Services	
Kevin Bremond (Co-Chair) - First 5 Alameda County Fathers Corps Administrator	
Carol Burton (Co-Chair) - Acting Director, Alameda County Behavioral Health (thru October 2019)	

HOUSING SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
Chris Bazar (Chair) - Director, Community Development Agency	Linda Gardner, Deputy Director Community Development Agency & Jeanette Rodriguez, Housing and Community Development Specialist

MENTAL HEALTH/TRAUMA-INFORMED CARE SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
Colleen Chawla (Chair) - Director, Alameda County Health Care Services Agency (HCSA)	Sophia Lai, Supervising Program Specialist & Carol Burton, Director, Alameda County Behavioral Health (thru October 2019)

PRIMARY HEALTH CARE/PHYSICAL HEALTH SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
Colleen Chawla (Chair) – Director, HCSA	Aneeka Chaudhry, Director of Strategic Initiatives

SUBSTANCE ABUSE SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
Colleen Chawla (Chair) – Director, HCSA	Nathan Hobbs, Substance Use Disorder System of Care Director & Carol Burton, Director Alameda County Behavioral Health (thru October 2019)

WORKFORCE DEVELOPMENT/EMPLOYMENT/ECONOMIC DEVELOPMENT SUBCOMMITTEE

Chairs/Co-Chairs	Designee(s)
Lori Cox (Chair) - Director, Social Services Agency	Patti Castro, Director, Alameda County Workforce Development Board
Stephen Baiter (Co-Chair) - Executive Director, City of Oakland Workforce Development Board (thru March 2019)	
Micah Hinkle (Co-Chair) - Deputy Director/Business Development Manager, City of Oakland Workforce Development Board	

In addition to the aforementioned subcommittees, two subcommittees held joint meetings and developed performance measures and strategies that represented a cross-section of their effort: 1) **Education and Workforce Development and Employment**; and 2) **Mental Health and Substance Abuse** (finalized measures are in progress). **Social Services** was germane to all groups, therefore, the CCP decided to eliminate this category as a stand-alone topic and embed the services within the other categories.

On April 4, 2018, the reconvened CCP held its first meeting. The CCP made a commitment to hold quarterly meetings in the community. Special thanks to the community partners who hosted the CCP meetings from April 2018 to November 2019:

Horizons Family Counseling (Livermore Library)
District 1



East Bay Asian Youth Center (EBAYC)
District 2



San Lorenzo Public Library
District 3



Glad Tidings COGIC
District 3



Youth Uprising
District 4



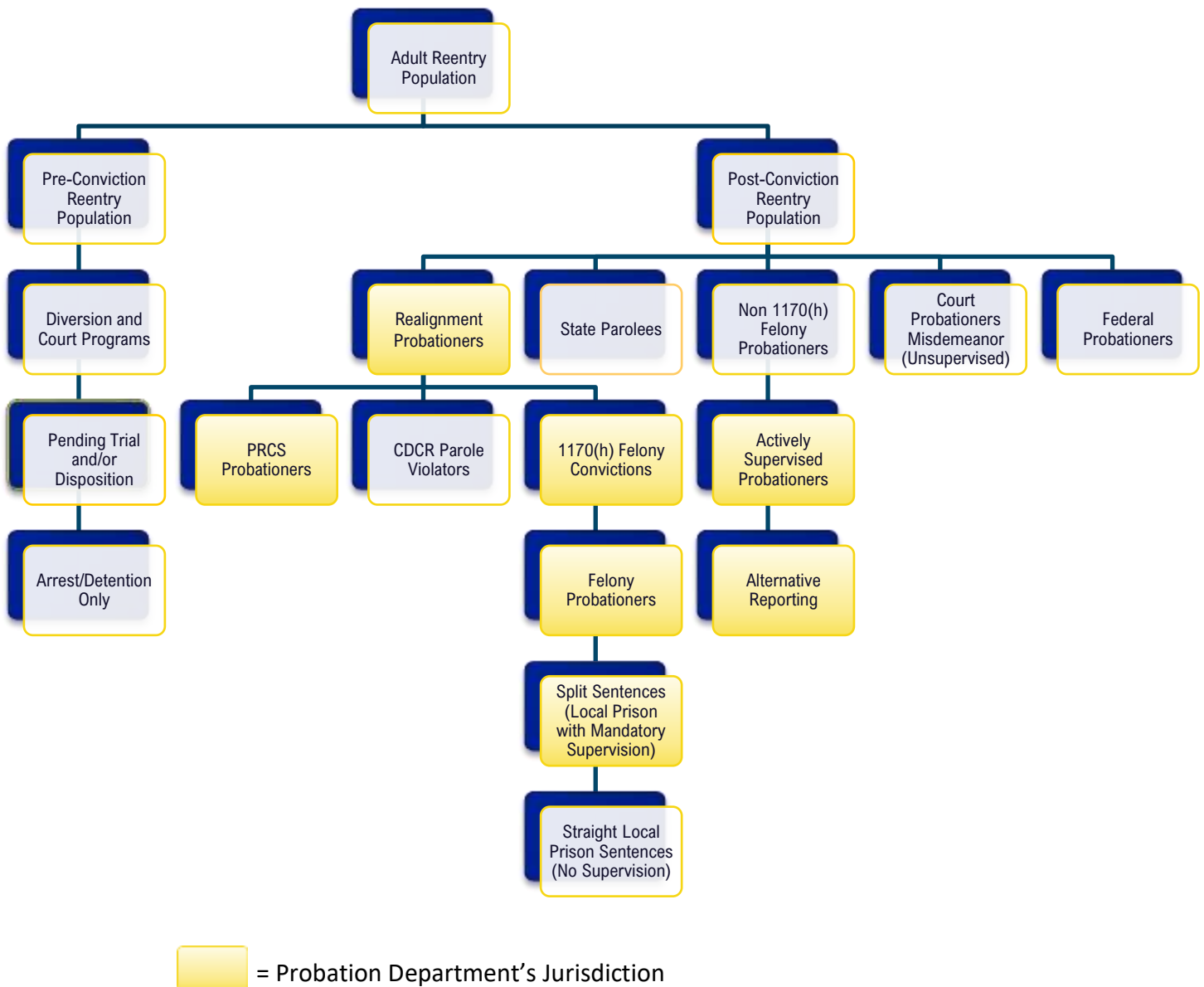
West Oakland Job Resource Center (WOJRC)
District 5



Reentry Population Defined

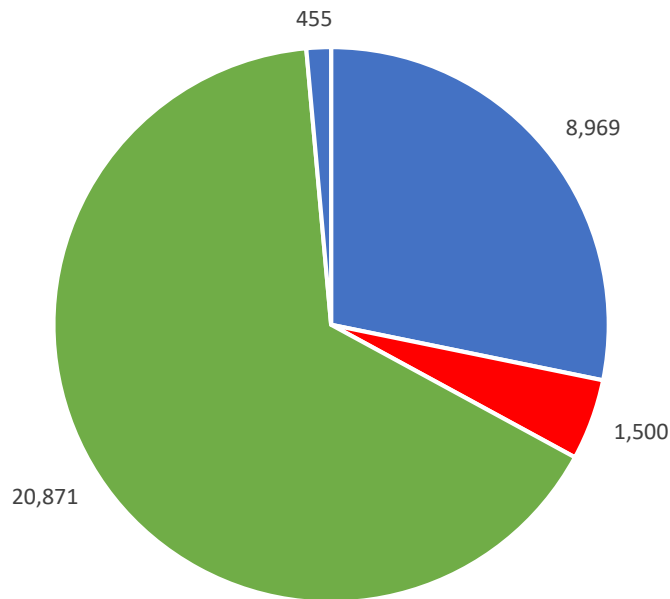
In Alameda County, "reentry" refers to all people living in Alameda County who have had contact with the criminal justice system.

In addition to individuals supervised by Probation and Parole, there are a significant number of individuals who have experienced contact with the criminal justice system that comprise the reentry population as reflected below:



2019 Alameda County Reentry Population

In 2014, it was reported that nationally, an estimated 1 in 4 individuals had a criminal record. As of 2019, it is estimated that **1 in 3 individuals have a criminal record**. Extrapolating from the national estimate, and considering Alameda County's population of approximately 1.6 million, the number of individuals with a criminal record is estimated to be approximately 528,000. The number of individuals under some type of supervision is noted below:

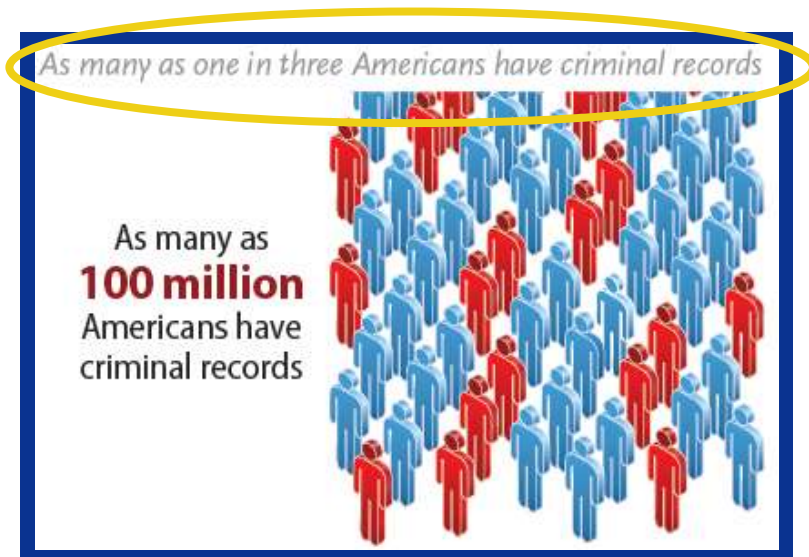


TYPE	NUMBER
Adult Probation	8,969
California Department of Corrections and Rehabilitation (CDCR) Paroles	1,500
Court Probation	20,871
Federal Probation	455
Subtotal	31,795
Post Sentence (estimate) National reports ¹ estimate that 1 in 3 individuals have criminal records, which include individuals with arrests only, diversions (and deferred entry of judgment, civil settlements, etc.), felony and misdemeanor convictions. The reported post sentence estimate is based on national data and the population of Alameda County.	496,205
TOTAL ALAMEDA COUNTY REENTRY POPULATION (Estimate)	528,000

¹ 2018, July 17. "Barriers to Work: People with Criminal Records." *National Conference of State Legislatures*.
<https://www.ncsl.org/research/labor-and-employment/barriers-to-work-individuals-with-criminal-records.aspx>

Active Adult Clients Supervised by ACPD by City²

City	Probationers
Alameda	163
Albany	12
Berkeley	312
Castro Valley	130
Dublin	76
Emeryville	42
Fremont	352
Hayward	932
Livermore	187
Newark	118
Oakland	3,371
Piedmont	3
Pleasanton	68
San Leandro	400
San Lorenzo	72
Union City	182



Adult Probationers by Supervision Type³

Probation Type	Total
Formal Probation - Felony	7,713
Formal Probation - Misdemeanor	604
Mandatory Supervision	31
PRCS	621
Total	8,969

While the number of individuals under supervision by County Probation has decreased over time, the need for services that reduce and eliminate barriers has not. Therefore, the need to have a comprehensive, strategic plan that focuses on addressing and eliminating barriers remains necessary.

² 2020, May 30. "Alameda County Probation Department Adult Field Services Data." *Alameda County Probation Department* <http://alcoweb.acgov.org/probation/data.page>; Active clients include those on felony probation, misdemeanor probation, PRCS and Mandatory Supervision. Excludes revoked clients or those with an active warrant. First quarter data: January 1, 2020 through March 31, 2020.

³ 2020, June 10. "Poverty and Opportunity Profile: Americans with Criminal Records." *Half in Ten and The Sentencing Project*; <https://www.sentencingproject.org/wp-content/uploads/2015/11/Americans-with-Criminal-Records-Poverty-and-Opportunity-Profile.pdf>

Vision Statements

Population Statement

All people who have had contact with the criminal justice system living in Alameda County will live a healthy, safe and productive life with positive support systems.

System Statement

Through policies and practices, the reentry system will build healthy, safer communities and strengthen families by implementing a seamless system of services and supports through effective communication and coordination of public and private resources that reduce recidivism.

Guiding Principles

1. Ensure culturally appropriate strategies, including a trauma or healing informed approach, that are responsive to the individual needs of the populations they serve.
2. Encourage systems change and improved coordination, communication, and collaboration for systems integration, in order to provide better services to individuals and/or reduce recidivism, which is critical to the sustained success of the reentry population.
3. Serve populations at highest risk for recidivism through high quality assessment tools, the use of evidence-based approaches, and individualized case plans.
4. Assure services and treatments are based on a continuum of care from adjudication to conclusion of correctional supervision or case management.
5. Include and consider the reentry population, community and victims in service delivery planning and quality assurance - "Nothing About Us, Without Us."
6. Assure services and treatments are provided for individuals as seamlessly as possible between institutions, and from incarceration to the community, through effective criminal justice management.



*"Nothing About Us,
Without Us"*

Overarching Themes

Revised/Updated

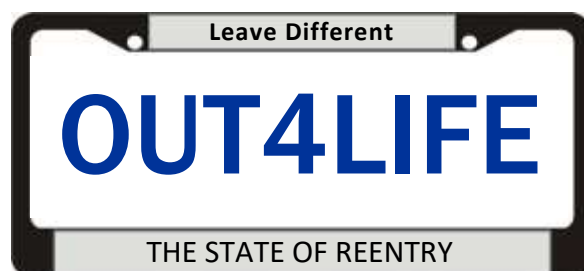
Performance Measures and Strategies Approved by CCP [Effective November 2019]

Theme 1: Reduce Recidivism

Goal: To promote community safety and improve the quality of lives of all people in the community by reducing recidivism defined as: “re-arrest, re-conviction, or return to incarceration/custody for people with conviction histories, with or without a new sentence within three years”

Performance Measures

1. Percent of target population on probation with and without new convictions at the following intervals:
 - a. Within one (1) year
 - b. At two (2) years
 - c. At three (3) years
2. Percent of target population who have completed probation supervision without new convictions in Alameda County, within one (1) year after case is closed
3. Crime rates countywide
4. Percent of target population arrested for a new offense during a specified time period
5. Percent of target population arrested for a technical violation (filed by the Probation Department) during a specified time period
6. Percent of target population arrested for a violation (filed by the District Attorney) during a specified time period
7. Number of clients supervised by Probation who have been terminated early from supervision, successfully and unsuccessfully
8. Number of Penal Code 1203.4 (Expungement) and Clean Slate petitions filed and granted
9. Number of petitions granted for early terminations
10. Number of target population with a new felony or misdemeanor committed within three years of release from custody or committed within three years of placement on supervision for a previous criminal conviction (BSCC definition)



Strategies

1. Assess target population for risk and needs
2. Provide services based upon identified needs
3. Direct programming towards high-risk offenders
4. Facilitate in-custody programming
5. Develop in-custody transitional plans for target population
6. Coordinate and facilitate linkages to community services prior to release
7. Provide gender responsive services and supports to the female target population
8. Develop coordinated pre- and post-release plans



Number of Meetings: 5



Meeting Dates: 2/4/19, 3/18/19, 5/20/19, 8/5/19 and 10/8/19



Total Number of Participants: 126



Organizations Represented at Sub-Committee Meetings:

- Alameda County District Attorney
- Alameda County Health Care Services Agency
- Alameda County Probation Department
- Alameda County Public Defender
- Alameda County Sheriff's Office
- Alameda County Superior Court
- Alameda County Supervisor Keith Carson's Office
- Alameda County Supervisor Nate Miley's Office
- Alameda County Supervisor Wilma Chan's Office
- California Department of Corrections and Rehabilitation – Parole Division
- Pleasanton Police Department
- San Leandro Police Department
- United States Federal Probation
- Other community stakeholder

Theme 2: High Quality, Comprehensive, Wrap-Around Services Beginning at First Point of Contact with the Criminal Justice System, with a Reintegration and Reunification Focus that Leads to Pro-Social Outcomes

Goal: Reentry planning and response begins at the earliest possible point of contact with the criminal justice system and continues until “successful” reintegration, as defined by an individualized plan and the acquisition of positive services and social-based outcomes that are high-quality, peer-involved and comprehensive, in the following areas:

- Civic/Community Engagement
- Education
- Family Reunification/Stability
- Health
- Housing
- Social Services
- Workforce Development & Employment
- Joint Education/Workforce Development

CIVIC/COMMUNITY ENGAGEMENT SUBCOMMITTEE

Performance Measures

1. The number of community/outreach events that CAB members participate, such as: Clean Slate, Prop 47 and voter registration
2. Percent of reentry stakeholders who report that their participation at CCP-related meetings is meaningful, based upon surveys
3. Number of reentry individuals hired as peer mentors for realignment-funded contractors, when requirement is included in the contract

Strategies

1. Increase countywide financial support for leadership development of target population
2. Develop leadership skills of target population to meaningfully engage in reentry decision making, cross system education and dialogue, and foster mutual respect and collaboration with diverse reentry stakeholders
3. Conduct community forums that are CAB-lead and provide education around restorative justice practices, history of institutionalized racism, oppression within the criminal justice systems and trauma
4. Ensure that existing and future countywide structures which address reentry maximize stakeholders’ input and share decision making power by ensuring that:
 - a. Community input is actively solicited
 - b. The purpose and agenda of each meeting is clear

- c. Meeting attendants have input on agenda
 - d. Decision-making authority is transparent
 - e. Meetings are held in an accessible location and at times that allow for community input
 - f. Community participation is incentivized, when possible
 - g. Reentry decisions and meeting minutes are publicized and distributed (using methods such as social media, personal outreach and the implementation of a constituent relationship management system)
5. Develop and use evaluation/survey forms to measure stakeholder satisfaction*

*The CAB developed a survey (Appendix) which was completed by 165 unduplicated attendees at the CCP Programs and Services Workgroup and the CAB meetings during 2019.



Number of Meetings: 3



Meeting Dates: 10/2/18, 12/2/18 and 1/15/19



Total Number of Participants: 26



Organizations Represented at Sub-Committee Meetings:

- Alameda County District Attorney
- Alameda County Health Care Services Agency
- Alameda County Probation Department
- Alameda County Public Defender
- Alameda County Sheriff's Office, Youth & Family Services Bureau
- Alameda County Supervisor Keith Carson's Office
- CAB Members
- Other community stakeholders

EDUCATION SUBCOMMITTEE

Performance Measures

1. Percent of target population completing GED or High School prior to release
2. Percent of target population enrolling and completing GED or High School within two years of release
3. Percent of (eligible) target population completing secondary/post-secondary education or academic services (GED, diploma, college) prior to release
4. Percent of target population enrolling and completing college level courses within one year of release
5. Percent of target population attaining a higher education degree or certificate within four years of release
6. Percent of target population completing Career Technical Education within two years of release
7. Number and percent of viable, short-term Career Technical Education programs available for the target population, pre- and post-release
8. Percent of target population utilizing educational services in County facilities (Target: 15% within one year of plan implementation)



Strategies

1. Develop an Alameda County Reentry Education Network
 - a. The Network should include staff from County facilities, Regional Occupation Program (ROP), community colleges, nonprofits, etc. within one year of plan implementation
 - b. Develop clear pipelines linking individuals to the Education Network for GED or high school diploma opportunities, literacy programs, Career Technical Education at ROP or community colleges, traditional Associate Degree, or four-year degree pathways
 - c. Create a system whereby participants authorize information sharing amongst network providers to eliminate duplication of services and participant frustration
2. Invite providers to participate in the Alameda County Reentry Education Network; create Network website; hold annual or semi-annual network meetings; strategize and implement best practices and a program referral system to support participants between network providers
 - a. Develop clear career opportunity pathways for Education Network participants within one year of plan implementation
 - b. Develop viable pathways for individuals with felony records
3. Increase the number of participants utilizing educational services in county facilities to 15% within one year of plan implementation (current percent or number of participants annually is approximately 10%)
4. Conduct in-custody math, English and career interest assessments to determine appropriate educational services, both in-custody and post-release
5. Add education performance measures to contracts between providers and Alameda County Probation Department

6. Expand current inmate intake process to include education and employment history to create a population baseline
 - a. Develop holistic pre-release case management plans incorporating education, employment, health services, social services and housing
 - b. Ensure that target population leaves custody with a realistic case management plan based on a needs assessment
7. Develop a marketing campaign for the target population in-custody and in the community for educational network and opportunities
8. Develop and execute an annual policy agenda that addresses barriers to educational attainment and success. Including:
 - a. Lack of access to online educational resources for the incarcerated target population, the skill set to use computers and the lack of computers and internet
 - b. Data to improve practices (What's Working)
9. Prioritize the needs of formerly incarcerated in education
10. Develop education services for Transition-Age Youth
11. Community-Based Organizations (CBOs) to refer target population to college programs specific for the reentry population



Number of Meetings: 4



Meeting Dates: 9/14/18, 11/30/18, 1/25/19 and 4/5/19



Total Number of Participants: 26



Organizations Represented at Sub-Committee Meetings:

- Alameda County Office of Education
- Alameda County Probation Department
- Berkeley Underground Scholars
- California Department of Corrections and Rehabilitation DAPO (Parole)
- Chabot College
- College of Alameda
- East Bay Works
- Five Keys
- Laney College
- Northern Alameda Education Council
- Open Gate, Inc.
- RISE
- Rubicon Programs
- Solano Community College
- Soulciety
- Street Scholars
- The Opportunity Institute
- Urban Strategies Council

FAMILY REUNIFICATION/STABILITY SUBCOMMITTEE

Performance Measures

1. Number and percent of arresting officers trained in the Children of Incarcerated Parents Bill of Rights and child-sensitive arrest practices
2. Number and percent of service providers that use Family Reunification Action plans to effectively serve families
3. Number and percent of organizations with leadership/mentoring programs for returning parents and their children
4. Number and percent of courts using Family Impact Statements as part of the court process
5. Number and percent of parents who report learning culturally relevant parenting and/or co-parenting skills as a result of attending parenting and/or co-parenting classes, based upon pre- and post-class surveys
6. Number of child-friendly environments and activities in correctional settings, transitional housing, substance abuse treatment programs and community programs
7. Number of people using child-friendly environments and activities in correctional settings, transitional housing, substance abuse treatment programs and community programs
8. Number and percent of children visiting their incarcerated parents
9. Number and mode of contact (other than visits) between incarcerated parents and their children
10. Number of housing developments accepting parents re-entering the community
11. Number of returning parents who report successful housing placement
12. Number of Child Support 101 workshops offered by Alameda County Department of Child Support Services at Santa Rita Jail
13. Number and percent of parents with child support orders who are current in paying their child support within 18 months of release
14. Number and percent of parents referred to workforce development programs
15. Number of parents that secure employment within 18 months of release



Strategies

1. Utilize the Children in Incarcerated Parents Bill of Rights as a guiding framework for policies and services to children, families and parents impacted by the criminal justice system
2. Ensure that the continuum of reentry providers receive training and resources that include topics such as gender & cultural responsiveness; culturally relevant service, impact of trauma on families; family dynamics; explicit bias and healthy relationships as they pertain to the incarcerated and returning populations
3. Develop and incorporate Family Reunification Action Plans to be used by all service providers that include employment, housing, mental health, family therapy and supportive family services

4. Create pathways to leadership for children of incarcerated parents (COIP) and returning parents so they become advocates and mentors for families impacted by the criminal justice system
5. Develop a Family Impact Statement to be included in the court process
6. Increase the capacity of service delivery systems to meet the needs of returning parents and their families
7. Create and support a learning community for service providers and correctional officers/leaders to share and develop best practices for working with families impacted by the criminal justice system
8. Create culturally relevant education and supports inside and outside of correctional facilities that support both parents. Examples of important topics include parenting/co-parenting, healthy relationships, domestic violence prevention and mediation
9. Create and maintain child-friendly environments and activities in correctional settings, transitional housing, substance abuse treatment programs and community programs
10. Provide multiple forms of communication access for incarcerated parents (letters, phone calls, emails, Skype) to maintain family relationships and remove barriers to contact visits
11. Identify and increase housing opportunities for returning parents
12. Increase and prioritize child support services for returning parents
13. Identify, increase and prioritize education and employment opportunities for returning parents



Number of Meetings: 6



Meeting Dates: 10/12/18, 3/1/19, 6/26/19, 6/28/19, 7/8/19 and 7/10/19



Total Number of Participants: 39



Organizations Represented at Sub-Committee Meetings:

- Alameda County Behavioral Health Care, Office of Family Impact
- Alameda County Center for Healthy Schools
- Alameda County Child Support Services
- Alameda County Children of Incarcerated Parents (ACCIPP)
- Alameda County Fatherhood Initiative / Café Dad
- Alameda County Probation Department
- Bananas Inc.
- Because Black is Still Beautiful
- Change to Come
- Children's Defense Fund
- First 5 Alameda County / Alameda County Fathers Corps
- Alameda County Behavioral Health Care, Office of Family Impact
- Five Keys Schools and Programs
- Impact Justice
- Movement Inc.
- Parent – Caregiver Advisory Group (PCAG)
- Project What
- Root and Rebound
- SQ Trust
- Tandem Partners in Early Learning
- Time for Change Foundation
- UC Berkeley Child Welfare Indicator Project
- UCSF Benioff Children's Hospital
- Five Keys Schools and Programs


HEALTH SUBCOMMITTEE: MENTAL HEALTH, SUBSTANCE ABUSE DISORDER & PHYSICAL HEALTH

Performance Measures – Mental Health

1. Number and percent of individuals entering Alameda County Jail who receive a comprehensive mental health screening
2. Number and percent of incarcerated individuals identified by jail and prison mental health staff as needing case management programs who are connected to ongoing treatment in the community
3. Number and percent of incarcerated individuals who ACBH knows need mental health services are connected to programs upon release
4. Number and percent of individuals released from incarceration who are Medi-Cal beneficiaries (receive Medi-Cal coverage) by 60 days post-release
5. Number of clients the mild to moderate mental health system can serve (including for managed care plans)
6. Number of seriously mentally ill (SMI) reentry clients served compared to previous years
7. Number of trainings and number of providers who attend trainings on reentry mental health needs
8. Number of trainings and number of law enforcement officers who attend trainings for crisis intervention and trauma-informed care
9. Number of alternatives and number of clients who are served by alternatives
10. Number of clients with mental health needs seen by the social worker unit during pre-trial assessment
11. Number of additional participants in the Behavioral Health Court program
12. Number and percent of county procurements where cultural responsiveness is at least 10% of the scoring rubric

Strategies – Mental Health

1. Establish comprehensive mental health screening at jail intake
 - a. Have health staff at Alameda County Jail conduct a comprehensive mental health screening for all individuals who enter Alameda County jails
2. Provide discharge planning for all individuals with known mental health needs in Alameda County jails
 - a. Ensure all incarcerated individuals identified by jail/prison mental health staff as needing case management programs are connected to these programs immediately upon release (at local, state and federal levels)
 - b. Ensure all incarcerated individuals who need medication to address mental health concerns are connected to the medication immediately upon release
 - c. Ensure all incarcerated individuals seen for mental health services by jail/prison mental health staff are connected to transportation/discharge options upon release
 - d. Ensure all incarcerated individuals who ACBH knows need mental health services (based on prior utilization/diagnosis) are connected to programs immediately upon release
 - e. Ensure all incarcerated individuals who ACBH knows need mental health services are connected to transportation/discharge options upon release
 - f. Connect all clients to Medi-Cal upon discharge

3. Strengthen a continuum of care for mild/moderate to moderate/severe mental health needs for the reentry population
 - a. Improve communication between providers when transitioning reentry clients between moderate to severe and mild to moderate mental health providers
 - b. Strengthen capacity to connect reentry clients with mild to moderate mental health providers
 - c. Strengthen capacity to meet treatment and case management needs of reentry clients with serious mental illness
 - d. Increase skills of “mainstream” (not only reentry focused) mental health programs to address the specific needs of reentry clients
 - e. Build flexibility into programs to serve the entire reentry population with mental health needs
 - f. Facilitate ongoing data sharing of law enforcement status to reentry mental health providers to support treatment
 - g. Facilitate ongoing sharing of consented mental health information to law enforcement providers to support treatment
 4. Increase training and hiring of reentry peer specialists in mental health programs
 - a. Establish/expand training and support for reentry peer specialists, including clinical skills
 - b. Incorporate reentry peer specialists into every reentry mental health program, including mild to moderate
 5. Increase diversion alternatives to the criminal justice system for reentry population with mental health needs
 - a. Ensure all frontline law enforcement staff are trained in crisis intervention and trauma-informed care
 - b. Ensure all frontline law enforcement staff receive behavioral health staff support to increase diversion
 - c. Create/expand respite alternatives to jail for reentry clients with mental health needs
 - d. Ensure pre-trial assessment includes mental health to appropriately assign clients
 - e. Provide an advocate for clients with mental health needs during the pre-trial assessment and at sentencing (i.e. Public Defender’s Social Worker unit)
 - f. Expand the Behavioral Health Court program to increase the number of participants
 6. Incorporate more evidence-based and culturally responsive practices to improve services to reentry individuals with mental health needs
 - a. Ensure language access for clients in reentry mental health programs for threshold languages
 - b. Prioritize cultural responsiveness in selection of reentry mental health providers
 - c. Require evidence-based and/or culturally responsive practices for reentry mental health programs, including trauma-informed care
- 

- d. Pilot/test and expand successful culturally responsive reentry mental health programs, developing new evidence-based practices
- e. Prioritize hiring of culturally responsive staff in reentry mental health programs



Number of Meetings: 4



Meeting Dates: 9/7/18, 10/29/18, 1/15/19 and 1/18/19



Total Number of Participants: 43



Organizations Represented at Sub-Committee Meetings:

- Alameda Alliance for Health
- Alameda County Behavioral Health (Quality Improvement, Adult Forensic Behavioral Health, Adult System of Care and Substance Use Disorder)
- Alameda County Collaborative Courts
- Alameda County Health Care Services Agency
- Alameda County Probation Department
- Alameda County Public Defender
- Alameda County Sheriff's Office, Youth & Family Services Bureau
- Alameda County Supervisor Keith Carson's Office
- Asian Prisoner Support Committee
- Bay Area Community Services
- Bay Area Legal Aid
- Building Opportunities for Self Sufficiency
- Cherry Hill Detox
- City of Oakland, Oakland Unite
- Community Development Center
- East Bay Community Recovery Project
- La Familia Counseling Services
- Roots Community Health Center
- Second Chance
- Tri-Cities

Performance Measures – Substance Use Disorders (SUD)

1. Number and percent of individuals entering SRJ who receive a SUD screening from Adult Forensic Behavioral Health (AFBH)
2. Number and percent of individuals who screened positive for SUD and who receive a comprehensive ASAM screening
3. Number and percent of individuals screened as percent of entire population at SRJ (penetration rate)
4. Number and percent of individuals screening positive for an ASAM level of care who received SBIRT treatment
5. Number and percent of individuals screening positive for an ASAM level of care who received Outpatient treatment
6. Number and percent of individuals screening positive for an ASAM level of care who received Intensive Outpatient treatment
7. Number and percent of individuals receiving in jail SUD treatment who also receive MAT services
8. Number and percent of individuals not receiving in jail SUD treatment, receiving MAT services
9. Number and percent of individuals who received an ASAM screening at discharge out of Number who received ASAM screenings at intake
10. Number of individuals with an ASAM screening at jail release
11. Number and percent of individuals referred to DMC-ODS ASAM level of care in community at jail release
12. Number and percent of individuals with an opioid use history who are discharged who receive Naloxone at discharge
13. Number and percent of individuals connected to treatment post-release out of those who are referred to treatment at jail release
14. Number of previously justice involved individuals referred to the state's certified reentry peer specialist training
15. Number of reentry specialists hired per DMC-ODS provider per fiscal year

Strategies – Substance Use Disorders (SUD)

1. Adult Forensic Behavioral Health staff at SRJ conduct a small SUD screening as part of their "behavioral health" screening for all individuals who enter SRJ
2. Designated SUD staff conduct comprehensive ASAM screenings on all individuals who screen positive for SUD as part of the AFBH "behavioral health" screening
3. Ensure that all incarcerated people who screen positive for an ASAM level of care, receive either Screening Brief Intervention & Referral to Treatment (SBIRT), or Outpatient, or Intensive Outpatient treatment in jail
4. Ensure that all incarcerated people in need of MAT services, receive them in jail, whether in treatment or not
5. Ensure all incarcerated people receiving treatment in jail get connected to appropriate DMC-ODS provider based on their ASAM at treatment discharge within the jail

6. Ensure those people not receiving treatment in jail (but are indicated for a particular ASAM level of care) get connected to the appropriate DMC-ODS provider in community through appropriate discharge planning
7. Ensure all people indicated to need a particular ASAM level of care at release, are connected to transportation to reach a DMC-ODS provider post-release
8. Jail discharge staff connect via telephone or email with a DMC-ODS provider that each inmate is being referred to for purposes of care coordination
9. Ensure that all incarcerated people with an opioid use history as noted in ASAM receive Naloxone (NARCAN) at discharge
10. Ensure that all incarcerated people screened for an ASAM level of care are discharged with an appropriate referral to a DMC-ODS provider in the community
11. Establish a pipeline for the state's certified reentry peer specialist training
12. Incorporate certified reentry peer specialists into SUD treatment programs
13. Perform a needs assessment of barriers to timely and effective connections to DMC-ODS providers for people exiting jail



Number of Meetings: 4



Meeting Dates: 9/19/18, 10/19/18, 11/20/18 and 1/15/19



Total Number of Participants: 20



Organizations Represented at Sub-Committee Meetings:

- ACSO Youth and Family Services Bureau (ACSO-YFSB)
- Adult Forensic Behavioral Health (AFBH)
- Alameda County Court
- Alameda County Department of Behavioral Health
- Alameda County Probation Department
- Alameda County Public Defender's Office
- Alameda County Sheriff's Office
- Asian Prisoner Support Committee
- East Bay Community Recovery Project (EBCRP) – Lifelong
- Horizon – Cherry Hill
- La Familia
- Roots
- Second Chance



Performance Measures – Physical Health

In-custody

1. Percent of target population receiving health screenings at intake at SRJ
2. Percent of target population housed at SRJ receiving cancer screenings (breast, colorectal as indicated)

Pre-release

1. Percent of target population released from SRJ screened for communicable diseases before release
2. Percent of HIV+ target population released from SRJ and referred to community providers
3. Percent of target population released from SRJ and living with chronic disease connected to community providers
4. Percent of target population released from SRJ enrolled in a health insurance plan or HealthPAC
5. Percent of target population released from SRJ with a known medical home and/or primary care provider

Community

1. Percent of target population with no insurance
2. Number of programs with community Reentry Health Navigators

Strategies – Physical Health

1. Improve integration of prevention strategies in in-custody standing orders
2. Continue to promote integration of physical and behavioral health through Reentry Navigators in community settings
3. Advocate for and promote improved data sharing among agencies serving the reentry population
4. Improve Medi-Cal enrollment (pre-release) and retention (in community)



Note: Meetings were held with ACBH staff



HOUSING

Performance Measures

1. Number and percentage of target population released from incarceration in state prisons who have an individualized services plan (ISP) that includes a housing assessment
 - a. Utilization of standardized tool - COMPAS (risk and needs assessment tool)
2. Number and percentage of target population released from incarceration in federal prisons who have an individualized services plan that includes a housing assessment.
3. Number and percentage of target population released from County jail (after incarceration of seven days or longer) who have an individualized, integrated services plan that includes a housing assessment
 - a. *Recommendation: Modify communication to known release, within 30 days*
 - b. *Recommendation: Integrate and utilize single assessment tool while in County jail*
4. Number and percentage of target population who have an individualized, integrated services plan with a housing placement upon release, at state and federal sites (which meets identified needs)
5. Number and percentage of target population with permanent housing on or before last day of involvement with criminal justice system (i.e. upon release, or at end of parole or probation services)
6. Number and percentage of target population with housing after a need has been identified (immediately post-release and for those whose need arose subsequent to release, while under supervision) by housing type obtained:
 - a. Housing type: Permanent, transitional/temporary housing
 - b. *Recommendation: Align uniform definitions of types of housing, coordination of CDCR, federal and local data*
7. Number and percentage of target population who become homeless, or return to homelessness after being housed upon release
 - a. *Recommendation: Develop/utilize common definition of homelessness*
8. Number and percentage of target population who retain permanent housing:
 - a. 90 days, 180 days and 12 months



Strategies

1. Coordinate efforts to create new housing and service resources:
 - a. Increase access to existing resources
 - b. Further coordination with federal, CDCR, ACPD resources
 - c. Develop resource guide for housing
 - d. Summarize strategies to successfully obtain and retain housing
2. Develop/expand and coordinate system of direct access from incarceration to housing, identified in individualized services plans
 - a. Streamline/utilize common tools (i.e. federal Home Plan completed pre-release)
 - b. COMPAS tool (newly implemented and used within ACPD)

3. Coordinate efforts with Probation Department, State, Federal Parole, Federal Probation, ACSO, CDCR, non-profit providers, and the community to access and retain housing, including housing for registered sex offenders
 - a. Ensure integration of wrap-around services
4. Educate reentry service providers, parole agents, probation officers and others regarding the range of housing available and how to access housing
 - a. Develop/maintenance of accurate list of resources (data repository)
5. Evaluate and track housing referrals, follow-up on referral
 - a. Opportunity to align aggregate data with CDCR
6. Create a Reentry Housing Resource Committee
7. Expand capacity of housing programs for target population
8. Development and use of common/shared pre-release housing assessment tools across systems to identify housing services needed for the target population and resources needed to support reintegration into the community
9. Prior to release, case coordination with client, transition staff to review COMPAS assessment housing needs
 - a. Pre-release skype meetings
10. Engage potential landlords, explore barriers to housing, assess potential solutions, provision of subsidies to landlords who support target population
11. Increase coordination between employment, benefits programs, housing and education programs to ensure income to support the ability to secure and retain long-term housing
12. Provision of services and support that help establish or re-establish relationships between target population and family members, when appropriate
 - a. Create flexible funding/housing pool to support family (utilities, groceries); recommend support for up to six months
13. Coordinate pre-release services and support, which provide realistic housing expectations and understanding to those preparing to reenter the community



Number of Meetings: 5



Meeting Dates: 2/12/19, 3/8/19, 4/12/19, 5/24/19 and 6/14/19



Total Number of Participants: 33



Organizations Represented at Sub-Committee Meetings:

- Abode Services
- Alameda County District Attorney's Office
- Alameda County Housing & CDA
- Alameda County Probation Department
- Alameda County Sup. Nate Miley's Office
- Bay Area Legal Aid
- Building Opportunities for Self-Sufficiency (BOSS)
- Community Advisory Board (CAB)
- Youth Employment Partnership (YEP)
- Federal Probation
- Five Keys
- Home All
- Leaders in Community Alternatives (LCA)
- Men of Valor Academy (MOVA)
- Rebuilding Together Oakland
- Shelter Oak
- Time for Change Foundation

SOCIAL SERVICES

Note: While Social Services is an intricately important category for successful reentry, it was deemed to be embedded within various categories and therefore not included as a separate category.

WORKFORCE DEVELOPMENT & EMPLOYMENT

Performance Measures

1. Number and percent of target population who obtained employment in the following categories:
 - a. Full-time, part-time, temporary employment, self-employed/entrepreneur, within one year of release (temporary work defined as: days, weeks, months or seasonal)
 - b. Include other benchmarks, such as: enrolled and placed, after release.
 - c. Focus on employment vs. income (SSI benefits, etc.)
2. Number and percent of target population who retained employment for 90 days, 180 days and 12 months after release
 - a. Track each benchmark as a separate measure for each time period
3. Number and percent of employed target population that are:
 - a. Earning more than a minimum wage
 - b. Receiving full or partial benefits (sick leave, vacation, medical and dental – after a specified period of time from the employment date)
4. Number and percent of target population receiving pre-release employment services/training

Client Strategies

1. Assess target population's initial needs and provide assistance to address the needs relating to employment; ongoing assessments to occur when client is disconnected from services or receives a degree (Note: "Initial" = 30 days from release)
2. Assess the target population's satisfaction with employment services or lack of success (those referred for services and do not get employed or retain employment; target: workforce development agencies)
3. Assist target population with obtaining employment documents
4. Assess target population for skills and job readiness

Workforce Development Agencies and Employer Strategies

1. Identify and engage potential employers and business associations, both local and regional that offer proven growth or in-demand occupations, to implore them to hire individuals with barriers in the target population, including those hardest to serve



2. Identify and connect with employers that are projected for high growth and immediate labor demand needs, including pre-apprenticeship/apprenticeship programs and trade unions that pay an established living wage
3. Create a coordinated strategy with local employers to explore barriers to hiring the target population and offer access to potential solutions, including tax incentives, Work Opportunity Tax Credits (WOTC), On-the-Job Training (OJT) contractual agreements, etc.
4. Create tool/document that will assess the needs of the employer to increase positive job matching, which leads to long term retention
 - a. Fully understand what the employer is looking for
 - b. Send and refer only individuals that fit their specific need
5. Create and conduct an Employer/Customer Satisfaction Survey to gauge the satisfaction of the employers that have hired from this targeted population
 - a. Assess the employer's approval or disapproval with the referrals being sent
 - b. Surmise and evaluate the overall experiences and interactions with those referred
6. Provide opportunities for employers to access the incumbent's skills and offer upgraded, customized training, which could lead to approved licensed occupations, or occupations requiring certification within a specialized skill set
 - a. "Skills Upgrade" training should be available, at a minimal cost
 - i. Retention occurs when an employee gains and develops skills
 - ii. Promotions occur once those skills have been refined and proven
7. Engage employers in pre-release services



Number of Meetings: 3



Meeting Dates: 10/1/18, 12/17/18 and 1/10/19



Total Number of Participants: 25



Organizations Represented at Sub-Committee Meetings:

- Alameda County Probation Department
- Alameda County Public Defender
- Alameda County Workforce Development Board
- Bay Area Legal Aid
- Brothers and Ladies Leading for Enrichment, Righteousness and Success (BALLERS)
- Building Opportunities for self-Sufficiency (BOSS)
- California Department of Corrections and Rehabilitation/DAPO/APU
- Center for Employment Opportunities
- City of Oakland Workforce Development Board
- City of Oakland, Oakland Unite
- Cypress Mandela Training Center
- Eastbay Works
- JVS
- Oakland Private Industry Council
- Rubicon Programs

JOINT EDUCATION/WORKFORCE DEVELOPMENT

Goal: Develop career pathway strategies to eliminate barriers that align education, workforce readiness, CBO's, and reentry support services to achieve academic and employment success

Performance Measures

1. Number of target population employed as a result of training (workforce development/CTE, etc.)
2. Number of target population receiving promotions or career advancement because of education and training (i.e. professional development)

Strategies

1. Align education/training programs with Labor Market Industry (LMI) trends
2. Ensure that education/training providers are abreast of licensing requirements
3. Ensure community college advisory committees have employers represented by developing a tangible ask in terms of time and resources
4. Collaborate with employers to help inform educational curriculum
5. Develop a pool of skilled and trained employees, based on employer needs (matching), by providing education/training for target population
6. Educate target population regarding labor market demands
7. Identify assets/transferable skills of target population while in custody
8. Leverage the Department of Rehabilitation's best practices for justice-involved individuals with disabilities to better serve those with disabilities who are employed and/or participating in education/training
9. Develop a more holistic, standardized assessment tool to identify needed support services
10. Create career plans for the target population both pre- and post-release



Number of Meetings: 1



Meeting Date: 5/13/19



Total Number of Participants: 22



Organizations Represented at Sub-Committee Meetings:

- Education
- Alameda County Probation Department
- Alameda County Workforce Development Board
- Building Opportunities for Self Sufficiency (BOSS)
- California Department of Corrections and Rehabilitation DAPO
- Alameda County Office of
- Center for Employment Opportunities
- City of Oakland Workforce Development Board
- Urban Strategies Council
- Five Keys
- Goodwill/Open Gate, Inc.
- JVS
- Mid-Alameda County Consortium (MACC)
- Five Keys
- New Haven Adult School
- Oakland Adult Career Education
- Peralta Community College
- United States Probation

Theme 3: Develop a Network of Well-Coordinated Systems of Services

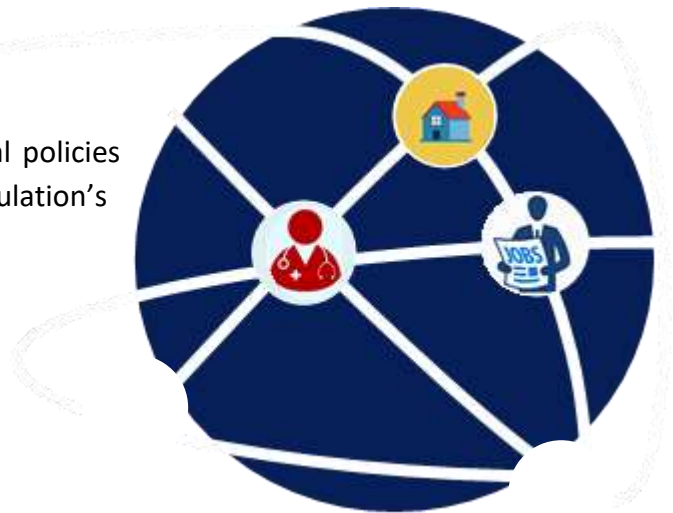
Goal: Develop an effective, culturally responsive, well-coordinated system of services that promotes evidenced-based practices with and for those impacted by reentry, including reentry individuals, their families, victims and our community.

Performance Measures

1. Number and percent of interagency MOUs (Memorandum of Understanding) including CBOs and government agencies to increase cross-system information and resource sharing to provide specific services
2. Number and percent of face-to-face handoffs in the referral process for service delivery coordination
3. Number and percent of Federal, State and local policies that do not disproportionately penalize the target population from obtaining housing, support services and employment

Strategies

1. Increase County policies and practices that facilitate the target population's successful reentry
2. Assess best practices and emerging practices
3. Leverage public/private resources to diversify funding streams and increase support from stakeholders
4. Create a system of seamless service delivery, including interagency trainings and public education forums leading to interagency MOUs and information sharing
5. Share risk and other assessments throughout the continuum of care, where appropriate
6. Institutionalize education and training in cultural humility and sensitivity
7. Identify all current programs and/or services within all agencies and public/private partners that address substance abuse, mental health, housing and criminogenic needs, including the percent of target population eligible for services and the percent of those who use or have access to services
8. Identify gaps and barriers and compile the justification relating to the gaps/barriers in programs and/or services
9. Review and/or modify federal, State and local policies and practices that impede the target population's successful reentry and access to services



Theme 4: Accountability, Transparency, Fiscal and Performance Outcomes

Goal: Ensure transparency and accountability through outcome-based evaluations based on evidentiary practices and a supporting information system that has the ability to track individual services, provider and system outcomes and collect appropriate data/statistics.

Performance Measures

1. Percent of reentry partners collecting performance measures identified in this Plan
2. Percent of reentry partners who have submitted their performance measures to the reentry data system
3. Percent of reentry partners reporting target population outcomes
4. Percent of partners reporting improvements in target population outcomes
5. Number and percent of stakeholder meetings conducted where reentry data and outcomes are presented

Strategies

1. Create and distribute resources regarding evidenced-based practices for data collection for service providers
2. Increase presentations for reentry stakeholders that reference budget outcomes
3. Research information management systems for countywide input of aggregate service delivery and outcomes
4. Develop a web-based survey to collect performance measures; consider existing models (i.e. City Spam, RTMIS, Ramsell)
5. Produce monthly performance dashboard tracking outcomes reports
6. Identify and asses existing reentry program evaluations
7. Train stakeholders for consistent data collection
8. Identify resources for independent evaluations and data collection
9. Use data and evaluation to inform decision making
10. Increase the number of stakeholder meetings where reentry data and outcomes are presented
11. Develop, implement and distribute an easily accessible, online, written and oral detailed accounting of every County-funded reentry program
12. Collection and distribution of detailed information and data on all reentry services in the County, including detailed program descriptions, outcomes and performance measures
13. Develop a countywide data tracking system that allows for system-wide input of standardized performance measures
14. Establish quality and quantity of formal, independent evaluation system-wide and individual reentry programs and accountability reviews of county-funded reentry programs
15. Conduct a formal evaluation of the County's reentry efforts
16. Hold regular stakeholder meetings where reentry data and outcomes are presented



Departmental Assessment Findings: Goals 3 & 4

Goal 3: *Effective, culturally responsive, well-coordinated system of services that promotes evidenced-based practices with and for those impacted by reentry, including reentry individuals, their families, victims, and our community.”*

Goal 4: *Ensure transparency and accountability through outcome-based evaluations based on evidentiary practices and a supporting information system that has the ability to track individual services, provider and system outcomes and collect appropriate data/statistics.*

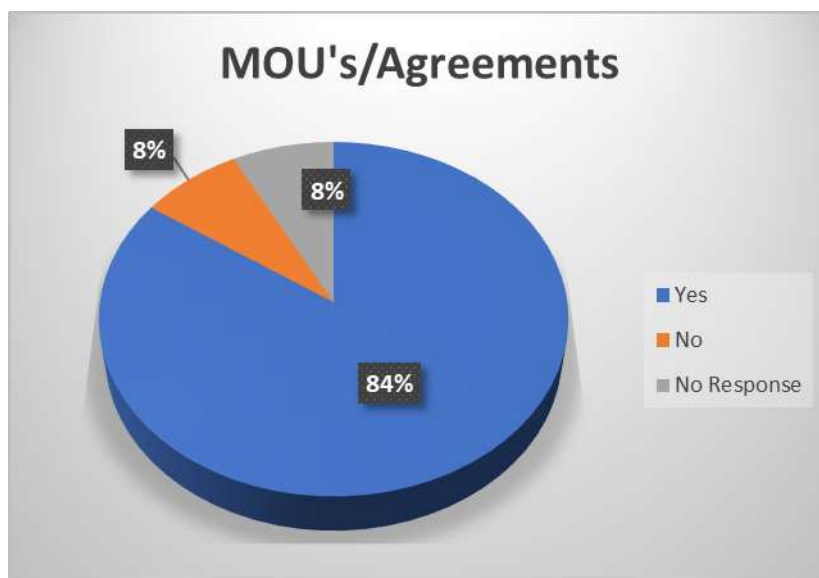
For Goals 3 and 4, an assessment was conducted in 2019 to determine the landscape of Alameda County’s reentry system. A survey was developed, and organizations were given the opportunity to provide information to help address the state of the County’s reentry system. Below are the contributing Partners and their responses:

Contributing Partners:

Alameda County, CDA	East Bay Family Defenders
Alameda County Probation Department	Eden I & R
Alameda County Sherriff’s Office	Insight Garden Programs
Bay Area Legal Aid	Leaders in Community Alternatives
Building Opportunities for Self-Sufficiency	Men of Valor
Civic Corps	Sister to Sister
Collaborative Courts	

MOU’s and Data Sharing Agreements

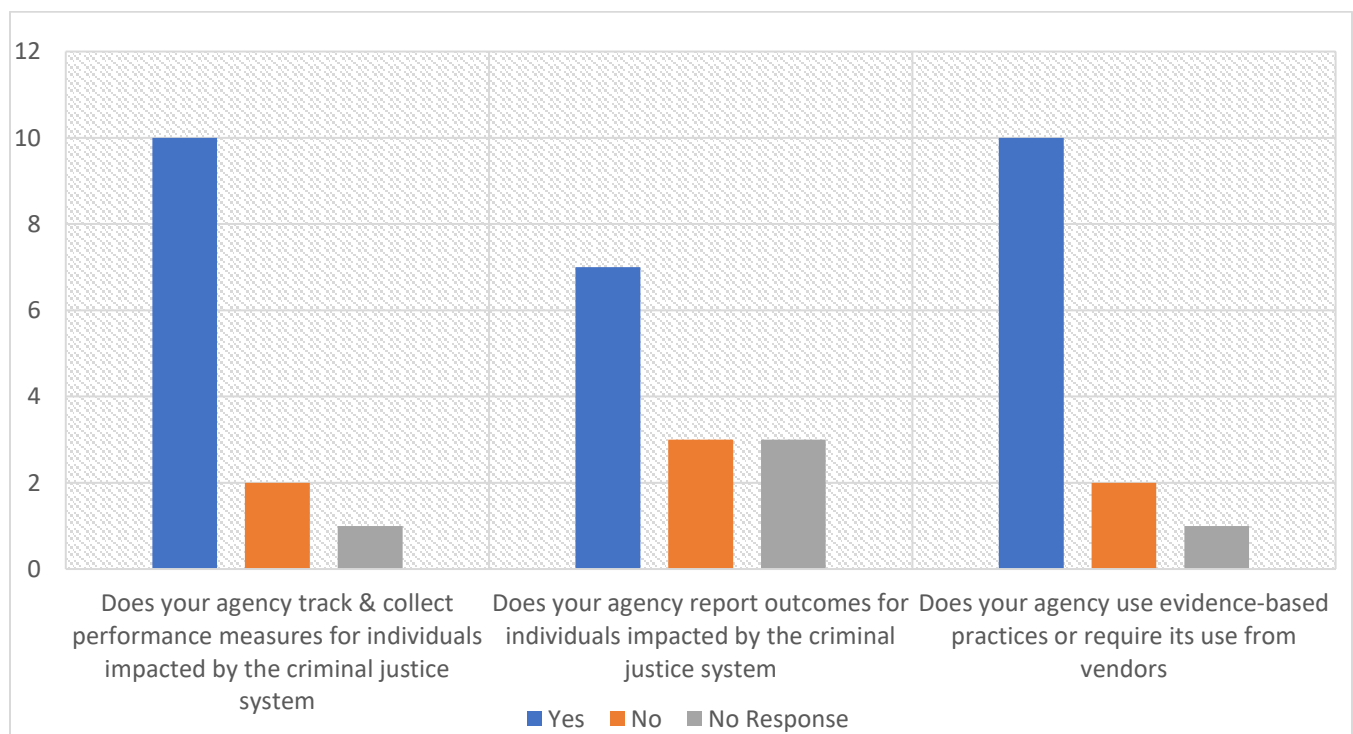
Question #1: Does your agency have a MOU or data sharing agreement with other County departments, government agencies and/or CBOs to increase cross-system information and resource sharing when providing services for individuals impacted by the criminal justice system?



Question #2: What departments/organizations would you need additional data sharing agreements and/or MOUs from to effectively provide services for individuals impacted by the criminal justice system?

- Alameda County Behavioral Health Care Services
- Alameda County Probation Department
- Alameda County Social Services Agency
- Alameda County Superior Courts
- California Department of Corrections and Rehabilitation
- Community Based Organizations
- Community Clinics
- East Bay Community Law Center
- Higher Education Institutions
- Housing Agencies
- Reentry Court
- Santa Rita County Jail
- Workforce Development Board

Survey Questions - Performance Measures and Outcomes



Given the preliminary results of this survey, the County’s reentry system has gaps that will need to be addressed during the implementation phase, to achieve Goals 3 and 4 established in the 2014 Plan.

Accomplishments

Since the Adult Reentry Strategic Plan's approval in 2014, there have been significant accomplishments, including the identification of a governance structure. The fact that Alameda County adopted a strategic plan focusing on reentry has yielded positive outcomes and placed organizations in a position to apply for state and federal funding. Following is an abbreviated list of accomplishments/outcomes:

Plan Distribution

The Plan was widely distributed to individuals and partners throughout the County, State and federal system.

Two Stakeholder Conferences

- July 2014 – Oakland and Hayward
- Over 200 attendees

Funders

Many funders, especially federal, require responders to demonstrate a plan for program sustainability which is frequently established in an organization's strategic plan

Plan used to apply for State and Federal Grants

Probation Department

- The Department of Justice (DOJ), Office of Justice Programs' (OJP), Bureau of Justice Assistance (BJA), Second Chance Act Two – Phase Adult Reentry Demonstration Program
- Amount applied for and awarded: \$998,168
- Project start date: 10/1/2015

Northern, Mid and Southern Alameda County Regional Consortiums for Adult Education

- Restore Adult Education and Community College Funding (AB 86)

Plan adopted by the Union City Council, 2015



Next Steps

Implement, Evaluate, Innovate

There are several actions that will be taken in order to implement the Adult Reentry Strategic Plan:

- ✓ The CCP will continue to meet quarterly to review, monitor, update and discuss the performance measures and strategies outlined in the Plan. The members will prioritize the performance measures and strategies based on data, systems and services currently available, while establishing baseline data. The Plan will be reviewed and updated at specified intervals to ensure that it continues to address the needs of those impacted by the criminal justice system
- ✓ Progress reports/updates noting the accomplishments and challenges will be developed and presented to the Alameda County Board of Supervisors, minimally every two years and annually to the Public Protection Committee
- ✓ Public Protection Partners will review and update their respective Performance Reports
- ✓ Reentry Specialists will be hired by the Alameda County Probation Department to help facilitate the various sub-committees

"My mission in life is not merely to survive, but to thrive..."

– Maya Angelou

Acknowledgements

Participating Organizations

Abode Services
Alameda Alliance for Health
Alameda County Behavioral Health
Alameda County Behavioral Health Care, Office of Family Impact
Alameda County Center for Healthy Schools
Alameda County Children of Incarcerated Parents (ACCIPP)
Alameda County Collaborative Courts
Alameda County Department of Child Support Services
Alameda County District Attorney's Office
Alameda County Fatherhood Initiative / Café Dad
Alameda County Health Care Services Agency
Alameda County Housing & Community Development Department (Community Development Agency)
Alameda County Office of Education
Alameda County Probation Department
Alameda County Public Defender
Alameda County Sheriff's Office
Alameda County Sheriff's Office, Youth & Family Services Bureau
Alameda County Superior Court
Alameda County Supervisor Keith Carson's Office
Alameda County Supervisor Nate Miley's Office
Alameda County Supervisor Wilma Chan's Office
Alameda County Workforce Development Board
Asian Prisoner Support Committee
Bananas Inc.
Bay Area Community Services
Bay Area Legal Aid
Because Black is Still Beautiful
Berkeley Underground Scholars
Brothers and Ladies Leading for Enrichment, Righteousness and Success (BALLERS)
Building Opportunities for Self Sufficiency (BOSS)
California Department of Corrections and Rehabilitation – Parole Division
California Department of Corrections and Rehabilitation/DAPO/APU
Center for Employment Opportunities
Chabot College
Change to Come
Cherry Hill Detox
Children's Defense Fund
City of Oakland Workforce Development Board
City of Oakland, Oakland Unite

Participating Organizations

College of Alameda
Community Advisory Board (CAB)
Cypress Mandela Training Center
East Bay Community Recovery Project
Eastbay Works
Federal Probation
First 5 Alameda County / Alameda County Fathers Corps
Five Keys Schools and Programs
Goodwill
Home All
Horizon - Cherry Hill
Impact Justice
JVS
La Familia Counseling Services
Laney College
Leaders in Community Alternatives
Men of Valor Academy
Mid-Alameda County Consortium
Movement Inc.
New Haven Adult School
Northern Alameda Education Council
Oakland Adult Career Education
Oakland Private Industry Council
Open Gate, Inc.
Parent-Caregiver Advisory Group (PCAG)
Peralta Community College
Pleasanton Police Department
Project What
Rebuilding Together Oakland
RISE
Root and Rebound
Roots Community Health Center
Rubicon Programs
San Leandro Police Department
Second Chance
Shelter Oak
Solano Community College
Soulciety
SQ Trust
Street Scholars
Tandem Partners in Early Learning

Participating Organizations

The Opportunity Institute
Time for Change Foundation
Tri-Cities Community Development Center
UC Berkeley Child Welfare Indicator Project
UCSF Benioff Children's Hospital
United States Federal Probation
Urban Strategies Council
Youth Employment Partnership (YEP)

Special Thanks to the Planning Committee

Neola Crosby ★ Rodney Brooks ★ Lazandra Dial ★ Sophia Lai

Participation Totals - Notifications were regularly sent through the Probation Department's reentry distribution list where over 1,000 individuals were invited to attend the various subcommittee meetings. As a result, **over 370 individuals, representing 90 agencies, participated in the process to update the Plan.**

Glossary of Terms & Acronyms

Terms	Definitions/Explanations
1170(h)	Individuals charged and/or resolved with an 1170(h)-eligible offense. If a custody sentence is imposed those individuals will no longer be sent to state prison but will instead be sentenced to serve their time in county jail or local prison. If they are not sentenced to local prison, they will be supervised by the probation department under traditional probation. If they are sentenced to local prison when released they will receive no supervision or be placed on mandatory supervision to be supervised by the probation department (also known as split sentence)
ACBH	Alameda County Behavioral Health
ACPD	Alameda County Probation Department
ACSO	Alameda County Sheriff's Office
AFBH	Adult Forensic Behavioral Health
ASAM	American Society of Addiction Medicine
BOS	Board of Supervisors
CBO	Community-Based Organization
CDCR	California Department of Corrections and Rehabilitation
CORRECTIONAL CONTROL	Incarcerated on probation or parole
COMPAS	Correctional Offenders Management Profiling for Alternative Sanctions is a research-based, risk and needs assessment tool for criminal justice practitioners
DMC-ODS	Drug Medi-Cal (DMC) – Organized Delivery System (ODS)
MAT	Medication-assisted treatment (MAT), including opioid treatment programs (OTPs), combines

Terms	Definitions/Explanations
MEDICAL HOME	<p>behavioral therapy and medications to treat substance use disorders.</p> <p>Medical home is best described as a model or philosophy of primary care that is patient-centered, comprehensive, team-based, coordinated, accessible and focused on quality and safety. It is a place where patients are treated with respect, dignity and compassion, and enable strong and trusting relationships with providers and staff. Above all, the medical home is not a final destination; instead, it is a model for achieving primary care excellence so that care is received in the right place, at the right time and in the manner that best suits a patient's needs</p>
MOU	<p>Memorandum of Understanding; an effective tool for describing and enforcing data usage agreements between two or more parties</p>
PAROLE VIOLATORS	<p>Individuals who violate state parole are adjudicated in local courts (instead of adjudication by state authorities)</p>
PRCS	<p>Post-Release Community Supervision. Individuals released from prison for non-serious and non-violent offenses and are not classified as high-risk sex-offenders, who will no longer be supervised by State parole but will instead be supervised by local probation agencies</p>
SBIRT	<p>Screening, brief intervention and referral to treatment (SBIRT) is a public health approach to the delivery of early intervention and treatment services for individuals at risk of developing substance use disorders (SUDs) and those who have already developed these disorders.</p>
SRJ	<p>Santa Rita Jail</p>
SUD	<p>Substance Use Disorder</p>
T/DRC	<p>Transition/Day Reporting Center</p>
Transitional-Aged	<p>Youth aged 18-25</p>

Appendix

Civic and Community Engagement Survey

Civic and Community Engagement Survey

Purpose: This survey is being conducted by the Alameda County Community Advisory Board (CAB) to determine if a broad range of community representatives are in attendance at reentry/realignment-related meetings. Responses will be provided to the CAB.

Meeting Date

Print Name (not required) Email (not required)

Please respond to the following about whether you:

Have had contact with the criminal justice system/formerly incarcerated Yes___ No___

Have a family member who has been incarcerated Yes___ No___

Work for an organization who serves system-impacted individuals Yes___ No___

Have you ever been a victim of violent crime? Yes___ No___

Did you feel the meeting was useful/productive? *Rate your experience on a scale of 1 to 5 (5-extremely useful/productive and 1-unproductive/not useful):* _____

Did the format of the meeting encourage participation? Yes___ No___

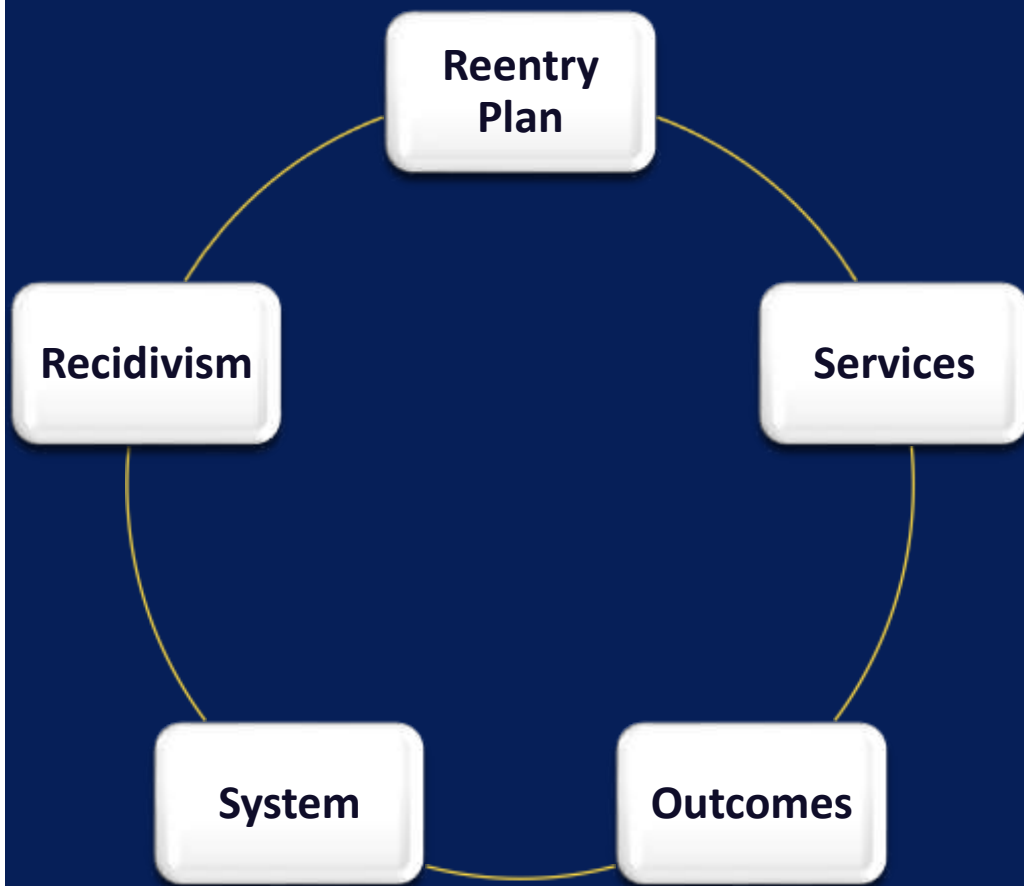
Please explain:

Was there something you wanted to share/say, but didn't? If yes, please indicate it here:

Briefly describe what was most useful to you in the meeting.

Would you be willing to invite others to attend this meeting? Yes___ No___

To connect with the CAB or to obtain reentry/realignment-related meeting information, please contact: alameda-cab@outlook.com



“Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed.”

- Booker T. Washington

For Questions or Comments Contact:

Alameda County Probation Department
1111 Jackson Street, Oakland, CA 94607
(510) 268-7233 Phone • (510) 268-2776 Fax
www.acgov.org