

# YEAR FOUR STATUS UPDATE

Public Safety Realignment in Alameda County

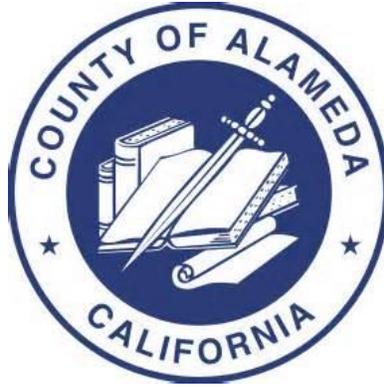
JULY 1, 2014 – JUNE 30, 2015



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Alameda County Probation Department

Year Four Status Update



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# ALAMEDA COUNTY PUBLIC SAFETY REALIGNMENT YEAR FOUR PLAN

## **I. GUIDING PRINCIPLES**

Like Alameda County's Initial Implementation Plan (2011), Year Two Plan (2012), and Year Three Status Update (2013), this Year Four Public Safety Realignment Plan Status Update (2014) continues the Community Corrections Partnership Executive Committee's (CCPEC's) commitment to individual accountability and the use of research-indicated efforts to reduce recidivism for adult offenders realigned from State to county responsibility. Alameda County's Realignment efforts continue to focus on reducing recidivism "through reinvestment in community-based corrections programs and utilization of evidence-based strategies that increase public safety while holding offenders accountable."<sup>1</sup>

This Year Four Status Update continues the CCPEC's emphasis on interagency and public/private collaboration to provide effective in-custody and community-based services, treatments, and programs to realigned individuals (*Post-Release Community Supervision; Individuals charged and/or resolved with an 1170(h)-eligible offense; and Parole Violators*) and to address programming needs at every stage of the correctional continuum — in custody, prior to release from custody, during community supervision, and after termination of supervision. Additionally, the CCPEC will continue to assess any new needs or policy changes in order to update and improve coordination, collaboration and systems integration.

This Year Four Status Update also continues the CCPEC's commitment to gathering data and carefully assessing its processes, programs, and outcomes related to Realignment. From the outset, it has been the CCPEC's intention to "track the services and outcomes of each individual in the realigned population and to assess the efficacy of the programs those individuals are referred to." Additionally, the CCPEC is committed to tracking and assessing "the recidivism and re-incarceration rates of new populations to be served under Realignment."<sup>2</sup>

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<sup>1</sup> CCPEC Initial Implementation Plan, Guiding Principles, November 2011, page 3

<sup>2</sup> op. cit. Alameda Plan, page 11

The major goals adopted for Year Two continue to guide Year Three and Year Four of Realignment. Approved by the Board of Supervisors in November 2012, these goals are:

***Protect the public through transparent and accountable administration and service:*** Activities include staffing and programming in both custody and community settings designed to promote and sustain offender rehabilitation.

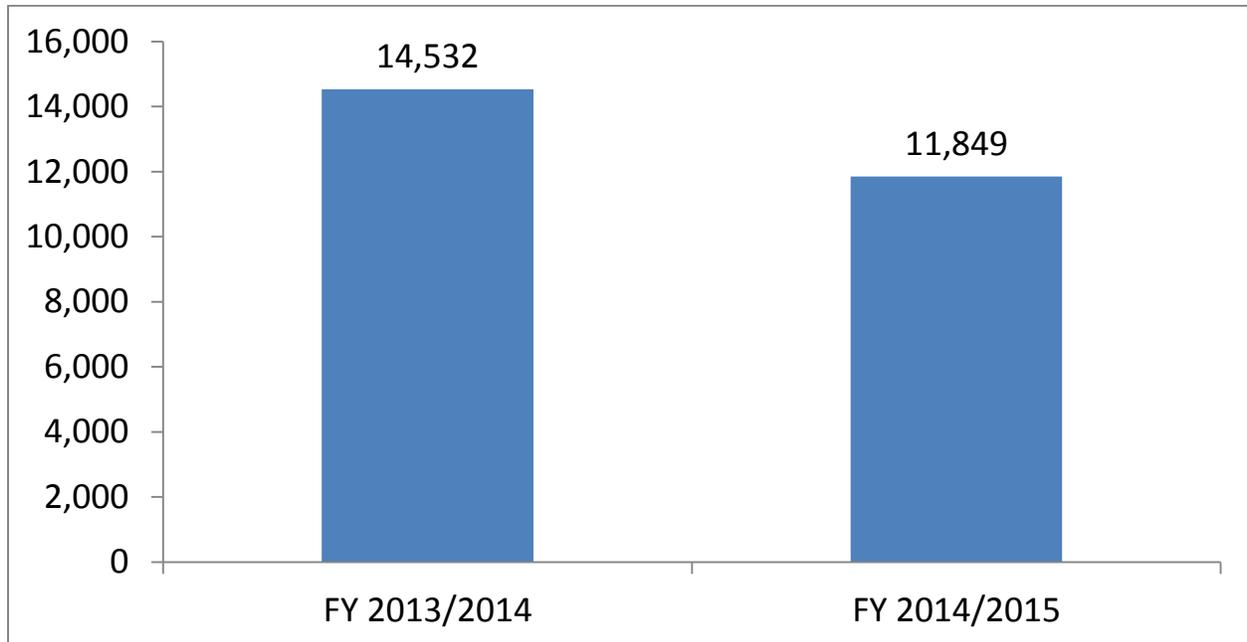
***Ensure effective and supportive transitions from detention to the community:*** Activities include emphasizing and enhancing transition services designed to provide a continuum between in-custody services and support, and their community-based counterparts.

***Develop innovative and therapeutic support for clients focused on health, housing, and improving access to family sustaining employment:*** Activities include, among others, maximizing partnerships with community-based service providers to deliver behavioral health care, housing, employment services, and other transition services known to help reduce offender recidivism.

Continued collaboration between and among community members, community-based service providers and public agency personnel is essential to accomplishing these goals. The Year Four Status Update seeks to sustain and enhance the vitality of ongoing collaboration and communication.

## II. POPULATION

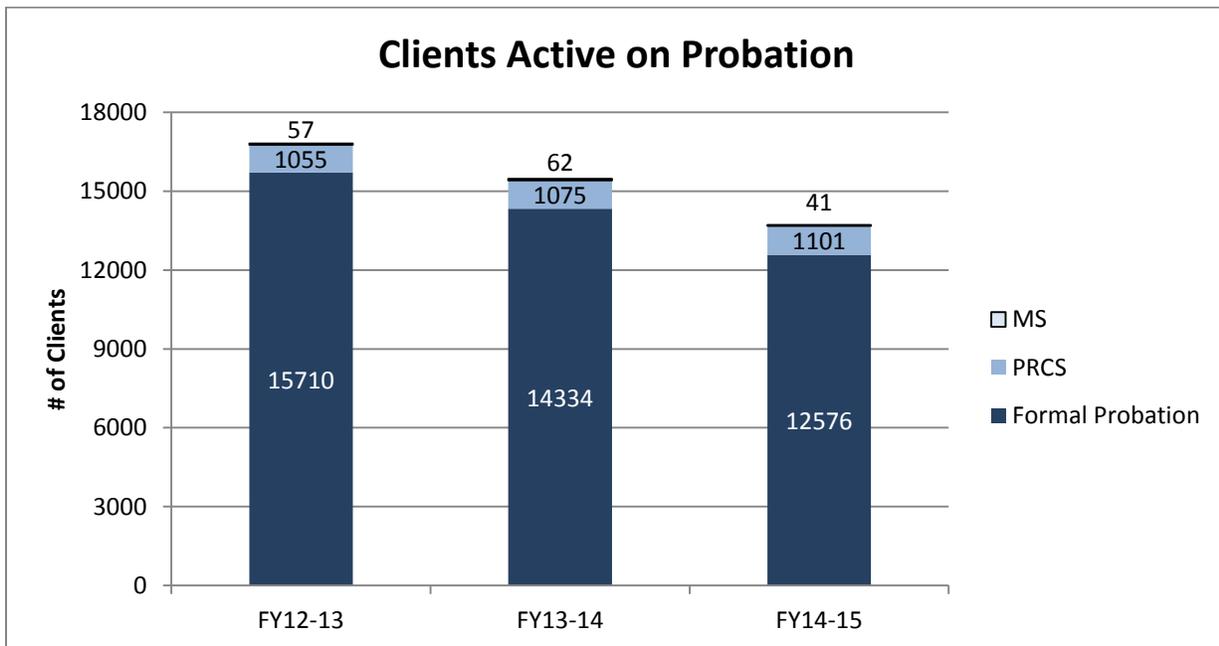
### TOTAL REALIGNED POPULATION FY 2014/15



The graph above depicts a decline from FY 13/14 to FY 14/15, resulting from many factors, including the passage of Proposition 47, which reduces the number of persons on felony probation because it converts certain low level felonies to misdemeanors. While these are the total number of individuals who represent the realigned population in Alameda County, it is noteworthy that most of these individuals have yet to receive the services provided by contracted providers. Documentation and tracking of services is an ongoing challenge throughout the County for all partners, including governmental and community partners. We will continue our efforts to expand service delivery and our ability to track and report outcomes for the entire realigned population.

The total number of clients served by the Probation Department in Year Four (FY14-15) of Realignment was 13,718. Recent years have seen a decline in the number of individuals on felony probation in Alameda County, which is driven by a decline in the number of individuals on formal probation grants specifically. One contributing factor present for Year Four of Realignment is related to the implementation of Proposition 47. In addition to Proposition 47, terminations from probation supervision, along with the Probation Department’s quality control efforts have also contributed to the decrease of clients active to probation.

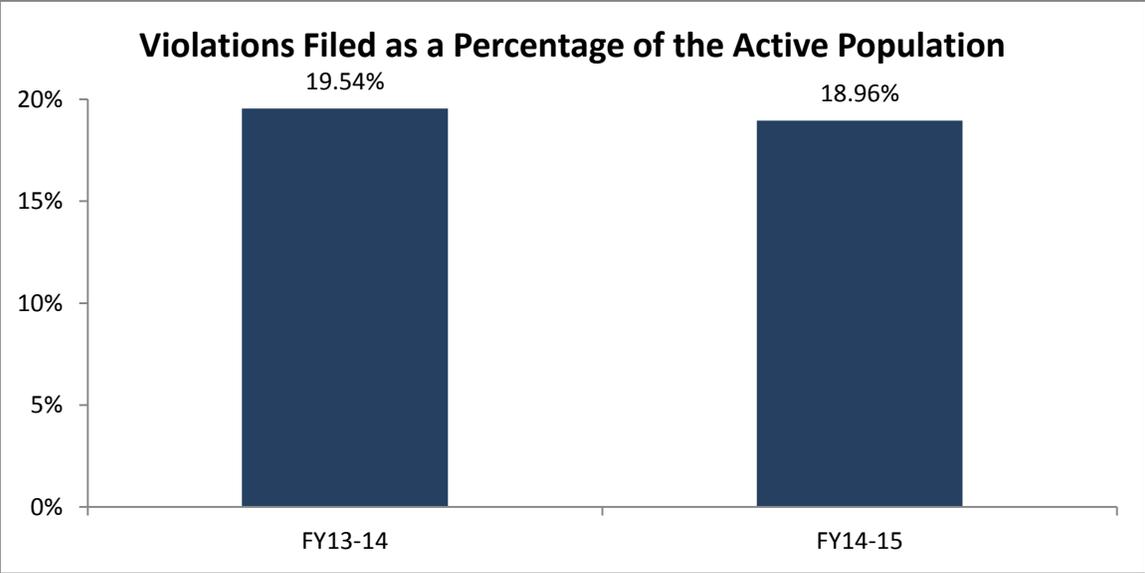
Aside from the decrease in the formal probation population, the number of PRCS clients and Mandatory Supervision clients has only fluctuated marginally over the last few years. The vast majority of Alameda County’s Mandatory Supervision clients are clients that transfer in from other counties across the state, meaning that differences in these numbers are highly contingent upon changing circumstances outside of Alameda County.



### III. RECIDIVISM

Reducing recidivism continues to be at the forefront of the work within the County. The resources and efforts dedicated to rehabilitate and reintegrate the realigned population serve to provide a life free from crime, both for them and for their communities. In this regard, recidivism rates indicate how successfully this population is served.

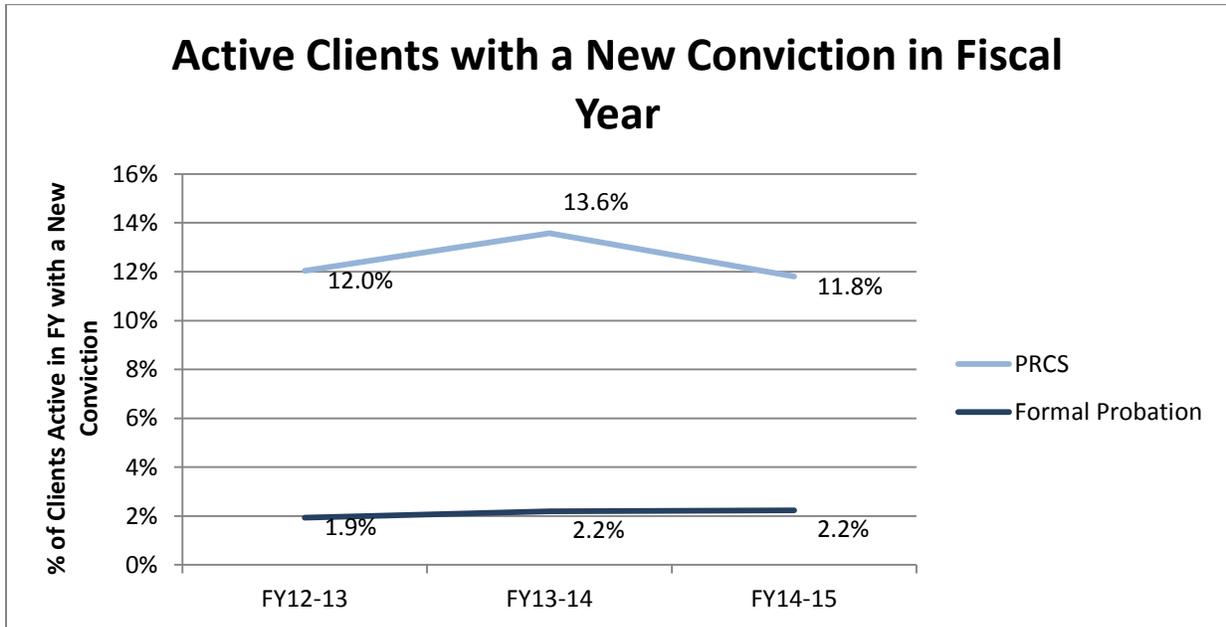
Recidivism is defined in different ways by different stakeholders. For the purposes of this report, the definition will focus on violations of probation as well as new convictions for clients supervised or previously supervised by the Probation Department. Important to note, however, is that these figures are only for violations and new offenses within Alameda County; therefore, the recidivism rates presented below may be under-representations of the level of criminal activity that probation clients engage in.



The above graph denotes the violations of probation filed by both the District Attorney’s Office and the Probation Department.<sup>3</sup> Alameda County is unique in that violations of probation are often filed in lieu of new charges. As such, violations of probation in Alameda County are an important indicator of the recidivism level.

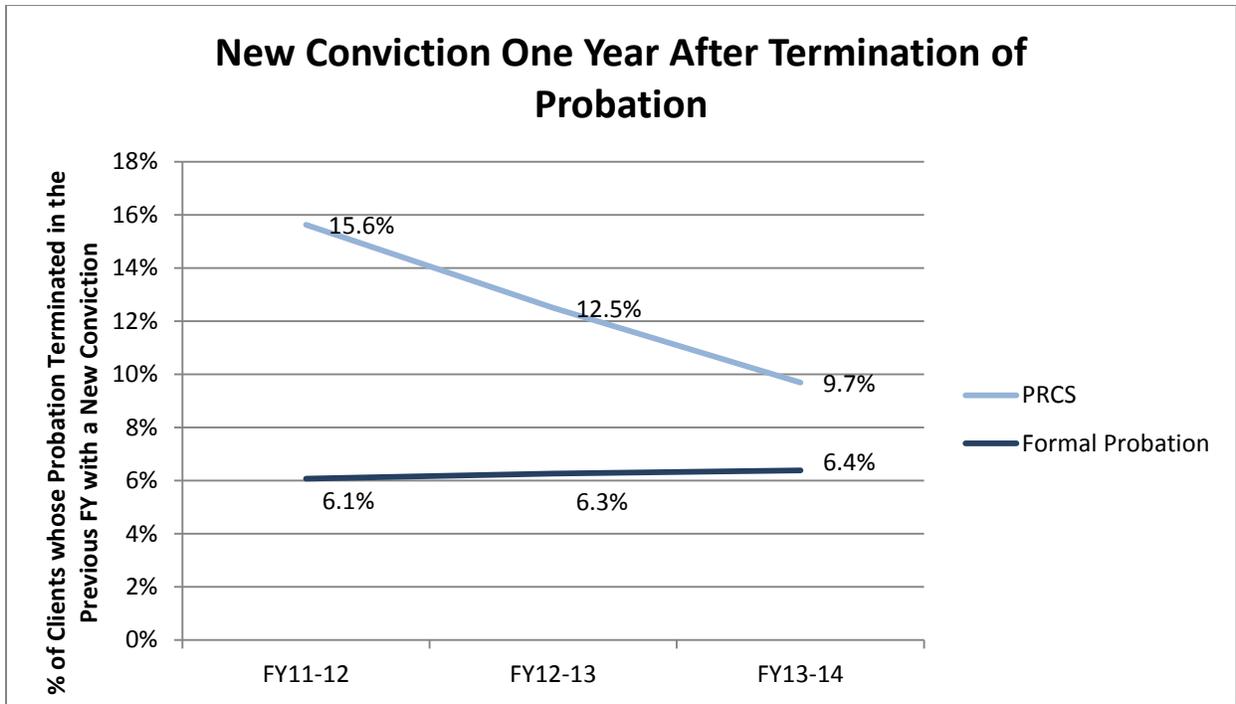
<sup>3</sup> Note: Violations filed by the Probation Department include violations for formal probation grants, only.

Some clients that are supervised also receive a new conviction during the course of their supervision. For clients active in Year Four of Realignment, 11.8% of our PRCS clients and 2.2% of our formal probation clients received new convictions. For the PRCS population, this is a slight decrease from the previous year. The new conviction rate for formal probation clients remained largely unchanged compared to previous years.



Note: Based on Alameda County data

Although it is important to understand what happens to our clients while on probation, it is perhaps even more important to understand the lasting effects on probation clients. Thus, it becomes important to also view recidivism in the light of how many prior probation clients have received a new conviction after their probation supervision ended. By looking at the number of clients whose supervision ended in one fiscal year, and seeing whether they were registered for a new conviction in the subsequent fiscal year, provides insight into how well the Probation Department and its partners prepares its clients for longer-term success after probation.



Note: Based on Alameda County data

The sharp decline of new convictions registered for PRCS clients a year after their supervision was terminated is a strong indicator that the work that the Probation Department is undertaking with its partners to help rehabilitate these clients and support them in a transition to a life free of crime is having a sustained effect. As the years have gone by since Assembly Bill 109 was passed, the Probation Department has introduced more comprehensive services to help address the wide and complex range of challenges that affect the PRCS population in particular. As these services are improved upon over the years, the Probation Department seems to be able to leave a lasting impact on the PRCS population and increase the prospects of this group in refraining from recidivating, even after their supervision has ended.

A comparison between the two graphs above yield two interesting observations for new conviction rates for those clients supervised in the fiscal year as opposed to those whose probation was terminated one year earlier. The first is that the active formal probation population consistently over the years has had a significantly lower new conviction rate than those whose cases were closed out a year prior. The reason for this is that while on probation, a client can receive either a new conviction or a violation of probation for a crime committed, whereas an individual not on probation is only eligible to receive a new conviction.

Secondly, the trend lines for the PRCS population between the different graphs vary widely and indicate significant changes over the years. An important distinction to make here is that clients in the Active Clients with a New Conviction in Fiscal Year may be represented across more than

one of the fiscal years. This does not have as big of an impact on the formal probation population data as it does on the PRCS population data given the nature of PRCS supervision. A client on PRCS supervision will serve anywhere between six months and three years on probation, depending on their compliance while on under supervision. If a PRCS client does not receive a violation or a new conviction within a 12 month period, their supervision is mandated by statute to end. Thus, PRCS clients that do not comply with their terms and conditions are overrepresented in the Active Clients with a New Conviction in Fiscal Year graph as they remain active for a longer period of time than more compliant PRCS clients. This leads to the conclusion that the active PRCS population should be slightly more prone to receiving a new conviction than those whose supervision was terminated.

Overall, Year Four of Realignment saw slight improvements in recidivism rates. These improvements were more significant to the PRCS population than they were for the formal probation population, suggesting that the additional focus and resources devoted to the PRCS population is beginning to pay dividends for the County. Moreover, the expansion of realignment services to the broader realigned population should yield some results amongst the formal probation population in Year 5 of Realignment. Such results are expected to be less impactful than for the PRCS population given the nature of formal probation, but the Probation Department remains optimistic about the extent to which it will be able to continue contribute towards this positive trend in Alameda County.

## **IV. HOUSING**

### ***SUMMARY***

This report represents the data on the Realignment Housing Program (RHP), which is a collaborative partnership between three community-based organizations that ensure county-wide services, as follows:

- Abode Services – South/East/Mid County;
- Berkeley Food and Housing Program (BFHP) – Berkeley Albany and Emeryville; and
- East Oakland Community Program (EOCP) – Oakland and Piedmont.

Programmatic oversight is provided by the Alameda County Housing and Community Development (HCD) Department. The Realignment Housing Program began in 2012. HCD coordinates with the Alameda County Probation Department and the Santa Rita Jail Transition Center, which provide referrals for clients in need of services. Referral to the Program may occur while the individual is still incarcerated or after they have been released. Eligible participants are people being supervised by the Probation Department under realignment who are homeless or have other housing needs.

The range of services provided includes, though is not limited to:

- Short-term rental subsidies
- Landlord relationship building
- Housing search and placement support
- Support with reducing barriers to obtaining housing
- Emergency Shelter
- Transportation assistance
- Coordination with employment support providers
- Housing case management
- Assistance with re-unification with support system and family members

*How much did we do?*

Table 1: Realignment Housing Program Referrals and Enrollments: Years One through Year Three Comparison

	Year One August 2012 – June 2013	Year Two July 2013 – June 2014	Year Three July 2014 – June 2015
<b>Total Served</b>	<b>97</b>	<b>144</b>	<b>280</b>



Probation Officers, working with those currently incarcerated and those newly released, provide referrals to the three agency partners within the Realignment Housing Program (RHP). In total, the RHP program served 280 clients during FY14/15. As of June 30, 2015, the Program had a total of 93 clients in Outreach who had not yet been enrolled. Year Two and Year Three data reflect increases in relation to the expansion in the definition of who is eligible. During Year One, only people being supervised under Post Release Community Supervision were eligible.

*How much did we do?*

Table 2: Number of People Referred to and Enrolled in Realignment Housing Program: FY14/15

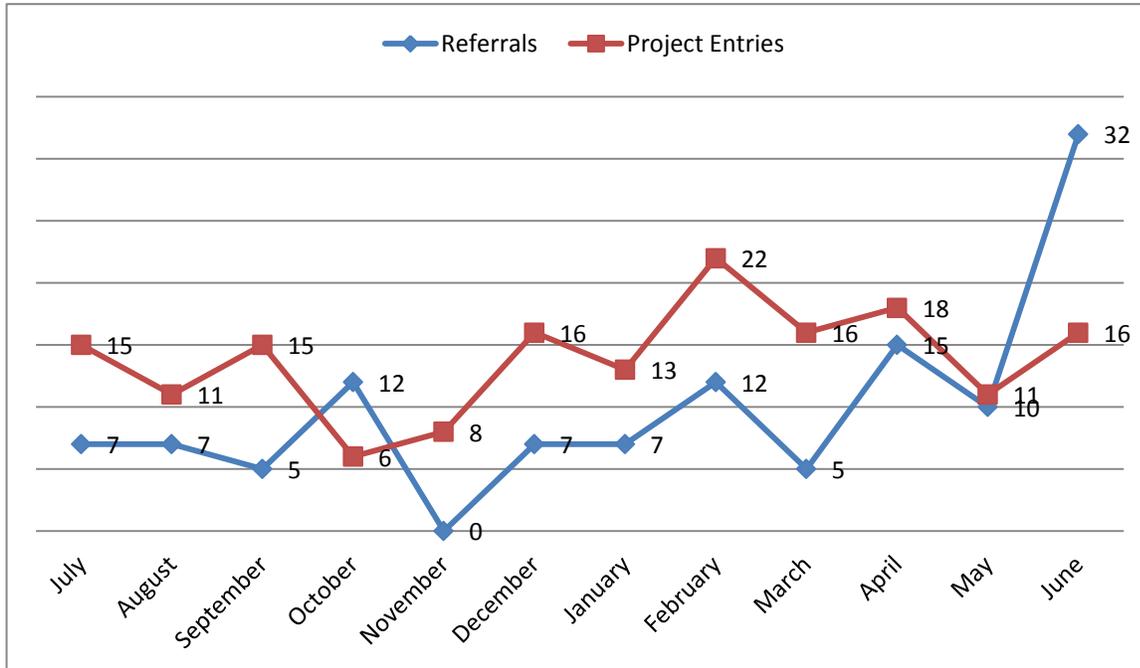
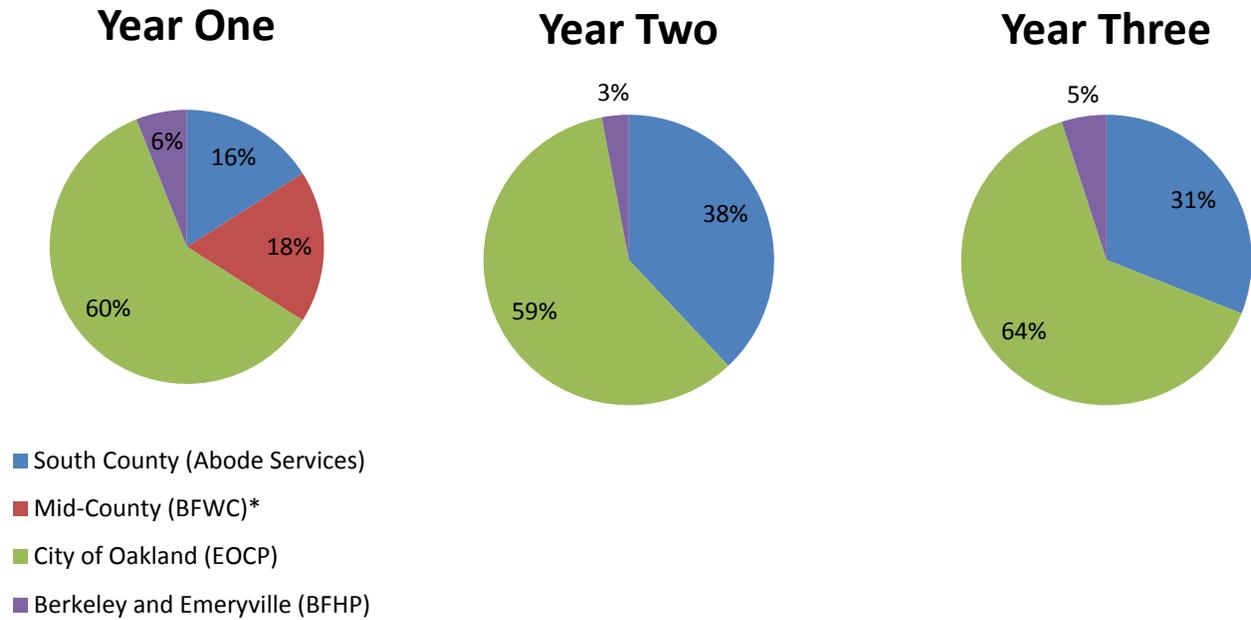


Table two represents new and unique referrals during the 12-month period for FY 14/15. The three contracted housing agencies received a combined total of 119 referrals from Alameda County Probation Officers during FY14/15. Increased referrals are attributed to increased familiarity with the program by Probation Officers and among those incarcerated, along with the expanded definition of eligible participants. Agencies regularly received letters of inquiry regarding the program from incarcerated people. During FY 14/15, agencies provided in-person service support and outreach at Santa Rita Jail (Tuesdays and Thursdays) for those preparing for release and anticipating a lack of housing.

*How much did we do?*

Table 3: Geographic Distribution of Realignment Housing Program Participants



\*Note: Building Futures with Women and Children (BFWC) provided services during Year One only. Year Two and Three, Mid-County was combined with South and East County regions and served by Abode.

As in prior years, the majority of those served returned to the City of Oakland. RHP housing agencies report that due to continued rising housing costs, some clients receive support in re-locating to areas of the County with lower rental costs. Alternatively, some clients temporarily return to their pre-incarceration housing situation and receive services to obtain more stable housing in another part of the County.

*How much did we do?*

Table 4: Realignment Housing Program Participants Disabling Conditions Reported at Entry: FY14/15

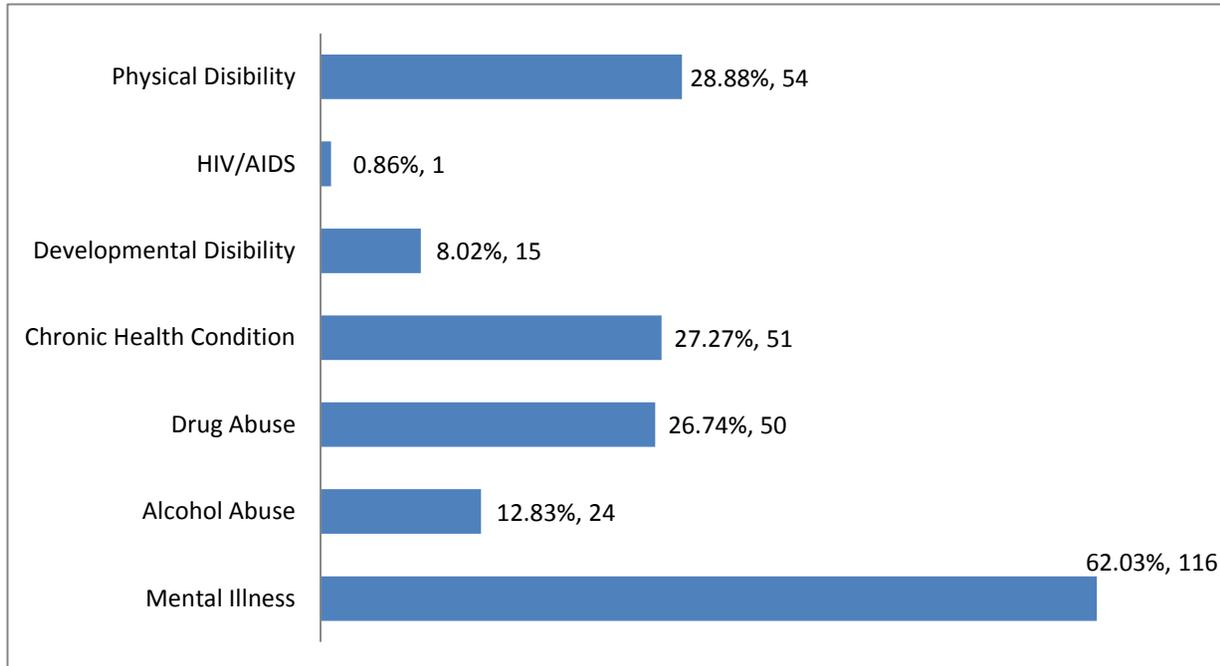


Table four represents the 187 clients who stated that they had a disability upon entering the RHP program. A total of 96 clients (51%) reported having only one type of disability. A quarter of the clients (46) stated that they had two disabling conditions, while 21% (39 clients) stated having three conditions prior to entry into the program. Agencies state that in some cases disabling conditions have provided additional barriers which resulted in longer time periods in the program prior to obtaining housing and employment. Agencies stated that the length of time in the program increases while clients receive support in obtaining Supplemental Security Income (SSI) or County General Assistance (GA).

*How well did we do it?*

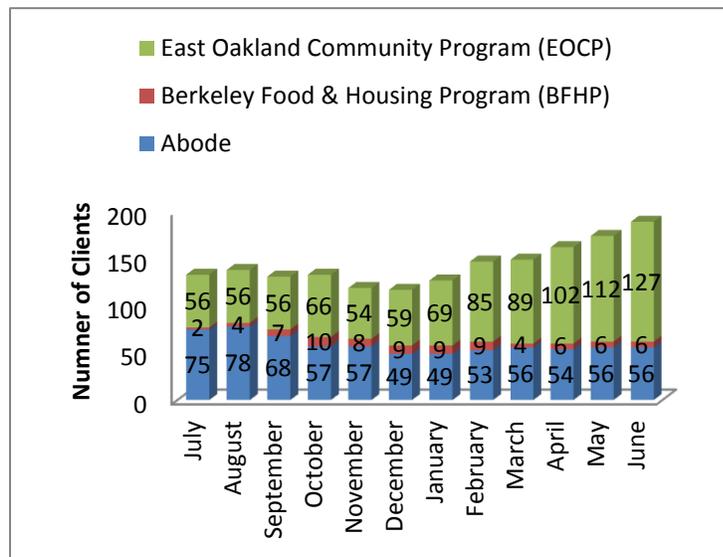
Table 5: Realignment Housing Program - Referral and Enrollment Time Comparison

	Referral to Enrollment		
	Year 1 8/12 – 6/13	Year 2 7/13 – 6/14	Year 3 7/14 – 6/15
Average (days)	24.8	8.6	17.6

Table five shows the average days between referrals and enrollment into the RHP program. The days between referral to enrollment may be attributable to strengthened communications between the client, Probation Officer, and housing agency. Housing Agencies attempt to contact people who are referred several times a week for at least two months and coordinate with Probation Officers when they are unable to reach potential participants. Pre-release referrals and direct transportation to the program upon release assist in a smooth transition and engagement.

*How well did we do it?*

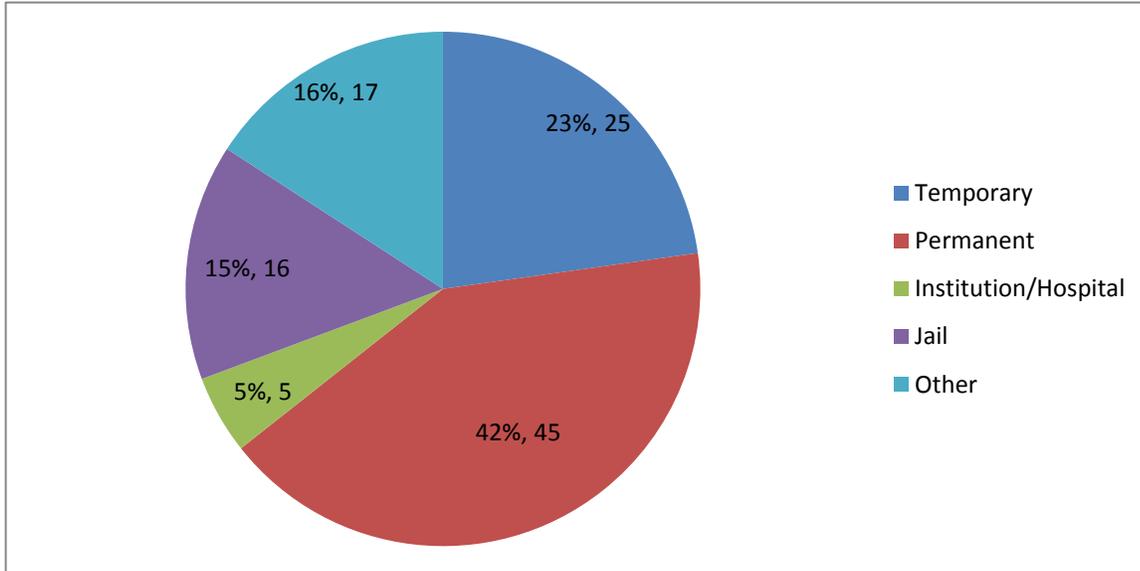
Table 6: Number of Realignment Housing Program Participants served by Agency: FY14/15



There were a total of 280 clients served by the three agencies during FY14/15. To be counted as 'served' means that the client was enrolled in the program and received services after they were referred. Abode Services served a total of 90 unique clients; East Oakland Community Program served a total of 187 clients; and Berkeley Food & Housing Program served a total of 13 clients. In total, there were 10 clients who were served by multiple agencies during this period. Clients were referred to and served by the organization whose geographical region they were returning to upon exit from incarceration. The table shows the increase in monthly case-load during the fiscal year.

*Is anyone better off?*

Table 7: Realignment Housing Program - Exits by Destination Types: FY14/15



\*Refer to next page for Destination Type Summary

Table seven shows the exit destinations of 108 clients served during FY14/15 who exited the Program during the year. The RHP program goal of supporting participants to obtain permanent housing is demonstrated with 42% of exits to permanent housing types, which include rental (with or without subsidy), Permanent Supportive Housing (long-term rental subsidies, which include support services), and living with family or friends (permanent tenure). This compares with a Year Two permanent housing exit rate of 56% and Year One rate of 69%. While this shows a lower percentage comparison, it is important to remember that Year One reflects only 27 exited participants and Year Two reflects 60 exits. Housing agencies state that those exiting to 'Other' represent clients who tended overall not to be engaged in services and includes those who enrolled in the program and later went AWOL from the program and often from Probation, as well.

Destination Definitions: The RHP program uses the following destination types and categories for those exiting the program:

Permanent Destinations:

- Rental by Client, no subsidy
- Rental by Client, with subsidy
- Permanent Supportive Housing
- Living with Family/Friends, Permanent Tenure

Institutional Settings:

- Psychiatric Facility
- Substance Abuse or Detox Facility
- Hospital (non-Psychiatric)

Temporary Destinations:

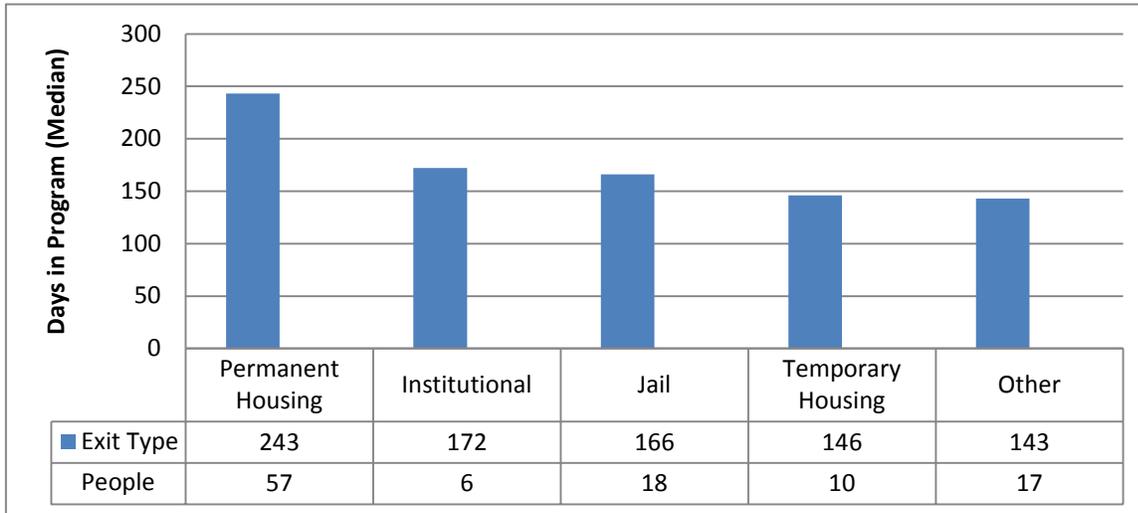
- Emergency Shelter
- Transitional Housing
- Staying with Family/Friends, Temporary Tenure
- Place not Meant for Human Habitation
- Hotel or Motel, Paid by Client

Other Destinations (Jail or Prison):

- Deceased
- Other
- Don't Know/Refused or Information Missing

*Is anyone better off?*

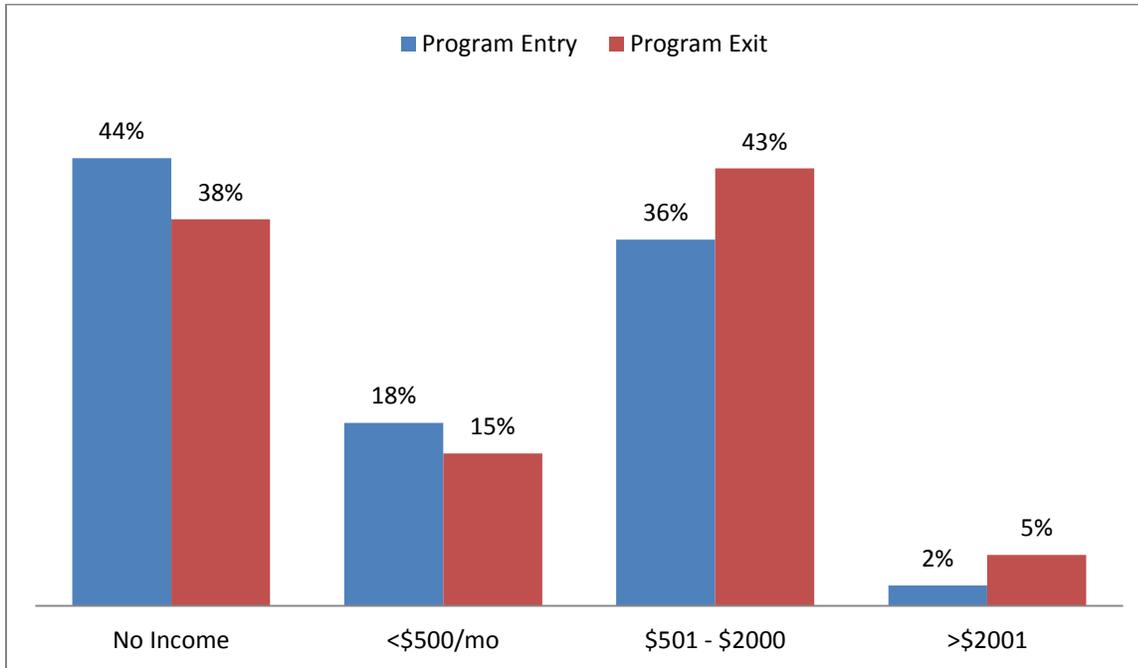
Table 8: Realignment Housing Program - Average Length of Time in Program (days) by Housing Outcome: FY14/15



During FY14/15, clients exiting to permanent housing were served by the program for an average of 243 days. Those exiting to Jail represented as 166 day average stay. Longer support periods provided clients with a stronger foundation for securing positive, long term housing. Support included assistance with referrals to employment agencies, credit repair, re-issuing of identification and driver’s license, along with the direct housing search and financial supports.

*Is anyone better off?*

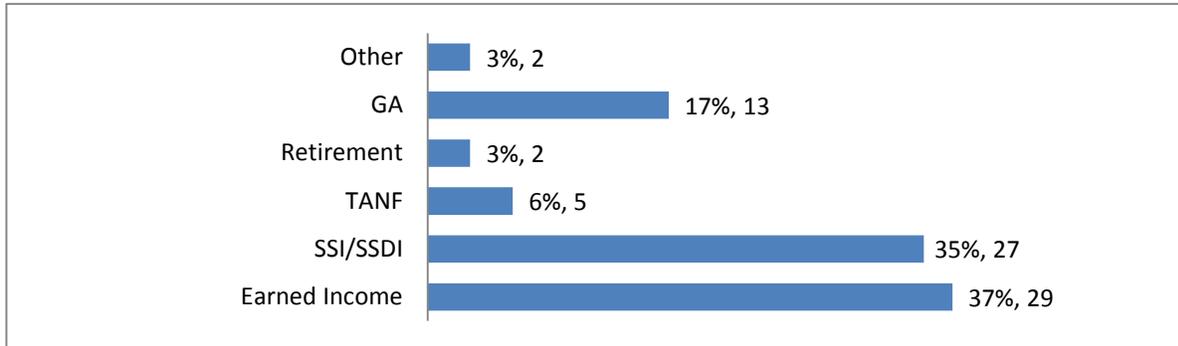
Table 9: Realignment Housing Program - Income Variations between Entry and Exit: FY14/15



As demonstrated in the table to the left, there was a reduction of those entering the program with “no income” who were able to increase their income prior to or at exit. Case management support from the agency providing services aided with the reduction of fewer clients with no income. Types of income received included: SSI, SSDI, earned income, or General Assistance. This correlates to those exiting to permanent housing destinations and length of service in program. FY 14/15 data reflected 63% of clients exiting with income, which is an increase from 55% in FY 13/14 and 59% in FY 12/13.

*Is anyone better off?*

Table 10: Realignment Housing Program - Cash Income Types for Exited Clients: FY14/15

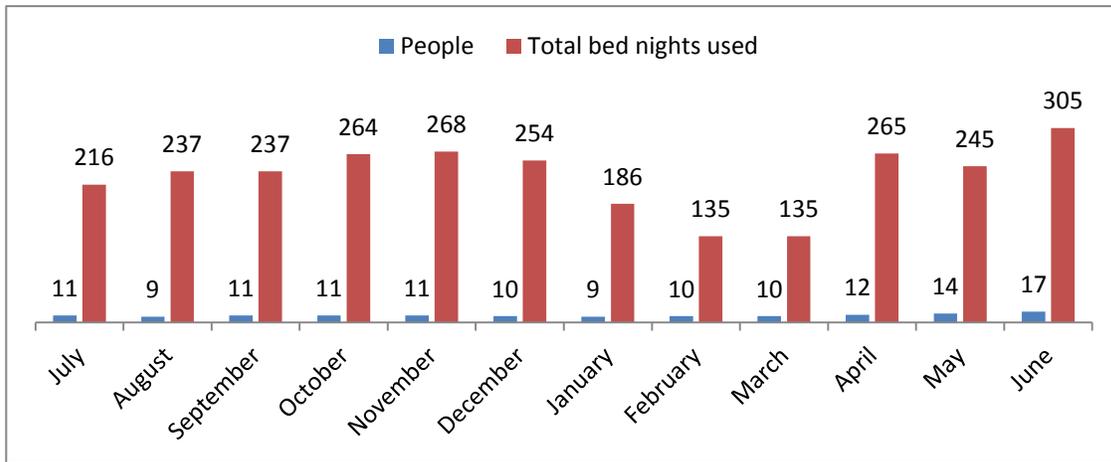


The (cash) income types for those who exited the Program during FY14/15 are shown on the table above. This is representative of the 68 clients who self-reported one or more sources of cash income at the time they left the program. Overall, this represented 78 sources of income. This data includes 12 clients who entered the program without cash income and exited with an average increase of income to \$1,076 at exit. Overall, FY 14/15 exited clients reflected an average change of \$168.45 in income, which was a drop from previous years. FY 13/14 exited clients reported an average income gain of \$634, while the Pilot Year data reflected an average gain of \$301.31. While the Realignment Housing Program is not an income/employment program, participants need sufficient income in order to obtain and sustain housing.



*Is anyone better off?*

Table 11: Realignment Housing Program - Shelter Bed Usage; Monthly Summary: FY14/15



Emergency shelter services were provided for RHP participants who indicated a need. The three housing agencies also provided motel vouchers for emergency temporary housing when shelter space was not available or appropriate. This report only reflects shelter stays. In total, 21 unique clients utilized the agencies’ shelter services for a total of 2,747 bed nights. Table 11 shows the total bed nights used each month (in brown), and the total unique clients accessing shelter services that month (in blue). For comparison and analysis of trends, in FY 12/13, agencies supported 23 clients with shelter services for 1,206 total bed nights. Clients accessing shelter services were also consecutively enrolled in the RHP program and received services and support towards obtaining permanent housing.

**MEN OF VALOR ACADEMY**

The Probation Department also held a separate contract to provide housing services to its clients with Men of Valor Academy (MOVA). MOVA is a highly structured program that helps formerly incarcerated individuals with both housing and employment needs, thus covering two critical components of re-entry for our clients. The key to success with the MOVA program is the ability to isolate distractions from individuals and help them focus on the specific challenges they need to overcome to effectively rehabilitate.

During the course of the year, twenty individuals on probation were served by MOVA. Of these, six stayed with the program for less than 30 days, five stayed with the program between 30 and 60 days, another five stayed for 60 – 90 days and four stayed for more than 90 days. Out of the same group of twenty, thirteen received employment while at the Academy, five of which maintained that job for more than 60 days.

For Year 5 of Realignment (FY 15/16), MOVA has been integrated into the Realignment Housing Program to help streamline contract and reporting management for the housing providers serving the realigned population.

## V. EMPLOYMENT

### *Summary*

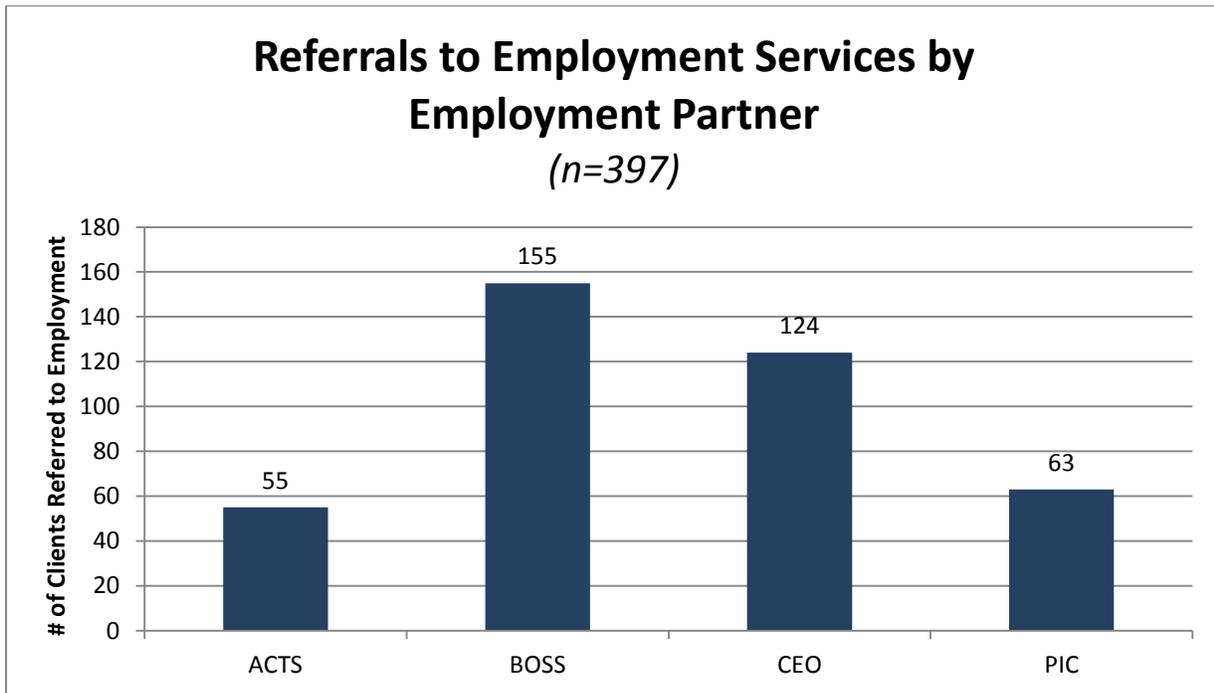
At the beginning of Year Four of Realignment, the Alameda County Probation Department contracted with four community organizations to help assist the realigned population with preparation, training and attainment of employment. The four vendors selected through the competitive bidding process were: **ACTS Full Gospel Church (ACTS); Building Opportunities for Self Sufficiency (BOSS); Center for Employment Opportunities (CEO); and the Oakland Private Industry Council (PIC)**. Combined, these partners cover a range of different employment-related services across the entire County, and play a critical role in helping probation client's transition from the criminal justice system to a self-sustaining life free of crime.

A partial list of employment services provided by the contracted vendors include:

- ❖ Employability Assessments
- ❖ Job Readiness Training
- ❖ Transitional Work Programs
- ❖ Subsidized/Unsubsidized Employment
- ❖ Job Retention Services

The process of bringing on four new employment partners was a significant undertaking for the Probation Department, and a lot of efforts have gone into building up and sustaining relationships with four new organizations, all which in turn had to become accustomed to the workings of the Department as well. In a bid to help address the inevitable challenges that arise, the four partners and the Probation Department hold bimonthly meetings to address any issues of significant importance. Bilaterally, the Probation Department engages in discussions with these partners on an ongoing basis as it relates to progress of clients through case plans and reporting on outcomes.

*How much did we do?*

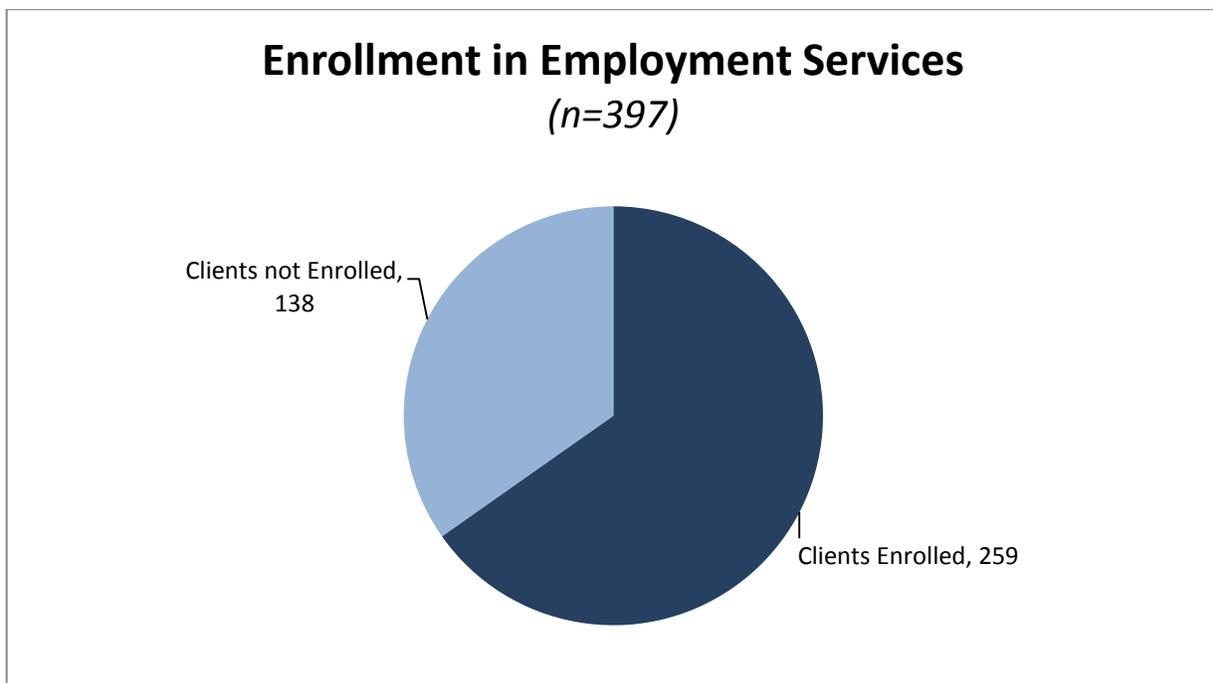


Throughout the year, 397 clients on probation were referred to at least one of our employment partners. The majority of this group were on PRCS supervision (305 clients), but some were on Formal Probation (88 clients), and a smaller number were on Mandatory Supervision as the latter part of a split sentence (4 clients). March 2013, the Community Corrections Partnership – Executive Committee expanded its interpretation of which clients would be eligible for these services. The Probation Department has expanded eligibility of these services to all its clients, but for Year Four of Realignment the PRCS population is overrepresented in referrals to the contracted employment providers.

The distribution of referrals across the four partner agencies varied significantly. Reasons for this include different geographic locations of services, different capacities amongst the partners to manage a large number of clients, and different abilities of the partners to work with different types of clients. Throughout the year, it became apparent that different employment partners had different strengths, based on each of their unique programs. As such, the complementarity between the four employment partners has proven significant, enabling our clients to access a wide scope of employment-related services.

### *How well did we do it?*

One key challenge in Year Four was ensuring that clients were connected to employment services to better increase their chances of a successful transition to a life free of crime. Critical in this regard is the communication between the Probation Officer and the Case Manager with the employment partner who receives the referral for services. This communication was gradually increased over the course of the year, as relationships between different agencies grew stronger, and employment partners came to different meetings with Probation staff to inform staff of the available programs.

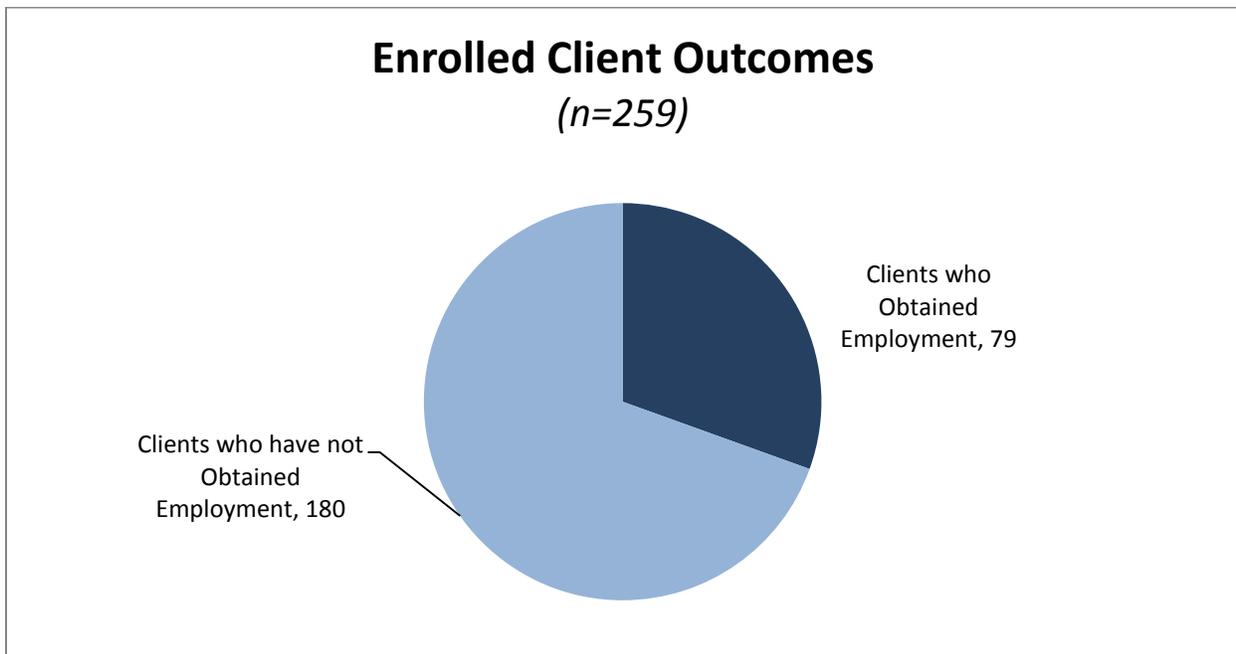


Approximately 65% (259 clients) of clients who were referred to employment services were able to connect with the employment provider and become enrolled into their program. Out of these, 35% (138 clients) were unsuccessful in connecting to employment services. It is clear that more follow-up is needed for those who did not connect to services. This is being addressed as the Probation Department moves toward implementation of a dedicated case management strategy included in the upcoming Request for Proposal process, along with a system to better manage referrals to services. Although this issue improved over the course of the year, it was impacted by the expansion of referrals across a broader segment of the Realigned population in late spring of 2015. This expansion meant that DPO's outside of the PRCS unit were able to refer clients to contracted employment providers, which led to a need

for expanded collaboration between Probation staff throughout the department and the employment vendors on how to best connect probation clients to employment services.

Out of those clients enrolled in employment services, 31% (79 clients) obtained employment in Year Four. The path to employment for many meant months of work with the employment partners on building interview skills, creating a resume, learning how to conduct oneself in the work place, and how to interact with individuals in a professional manner, as well as working in transitional programs to receive the hands-on training and experience in what it means to work. Some of the training programs led to trade certifications, allowing clients to receive the necessary credentials in the field of work that they chose to pursue.

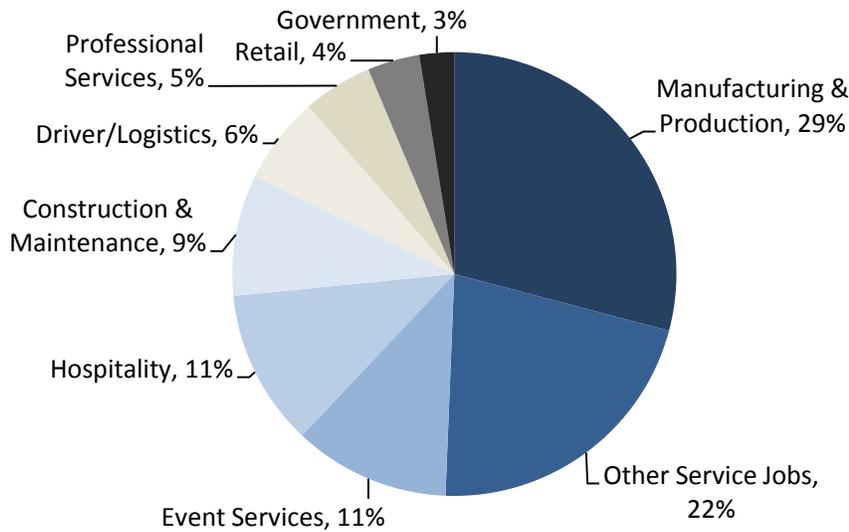
Of the 79 clients that received employment, 63% (50 clients) were from the PRCS population. This is significant, as this group of individuals often exhibit more complex needs following both their criminogenic history and their very recent incarceration in state facilities. With the expansion of services to the broader realigned population (oftentimes exhibiting a less complex set of needs and challenges) in late spring of 2015, it is anticipated that the number of clients that obtain employment during Year 5 of Realignment will increase.





## Industry of Employment for Clients who Obtained a Job

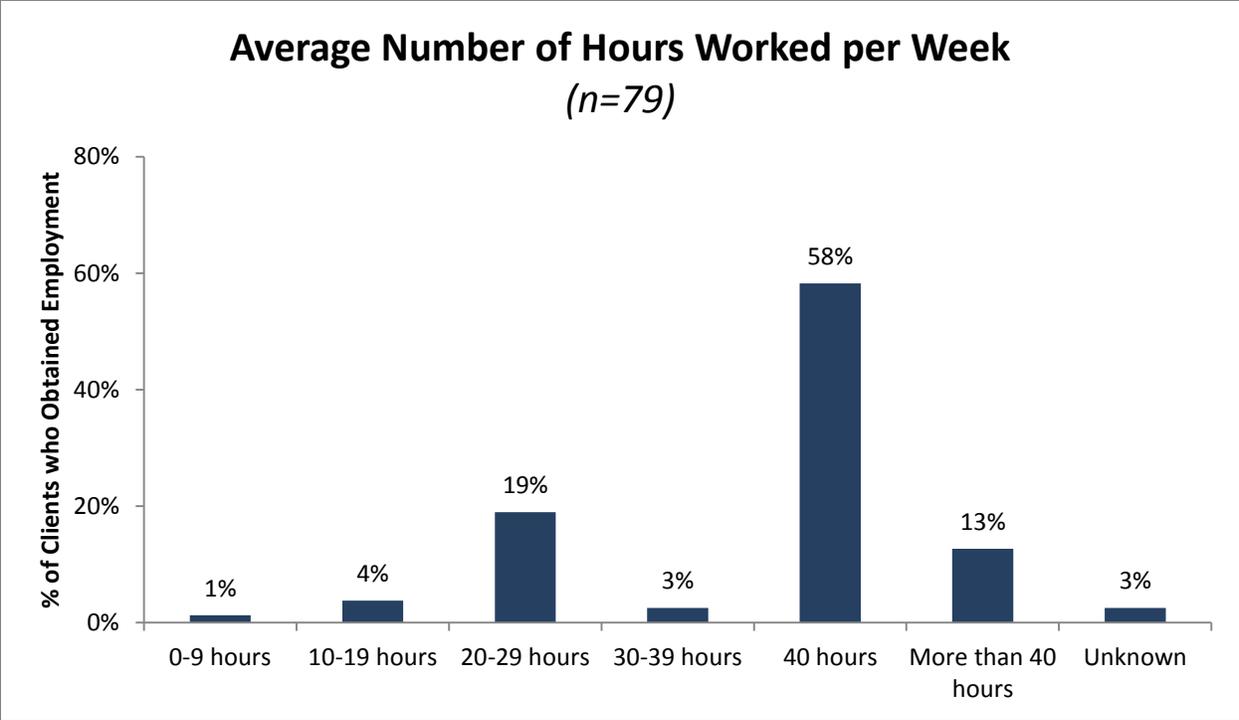
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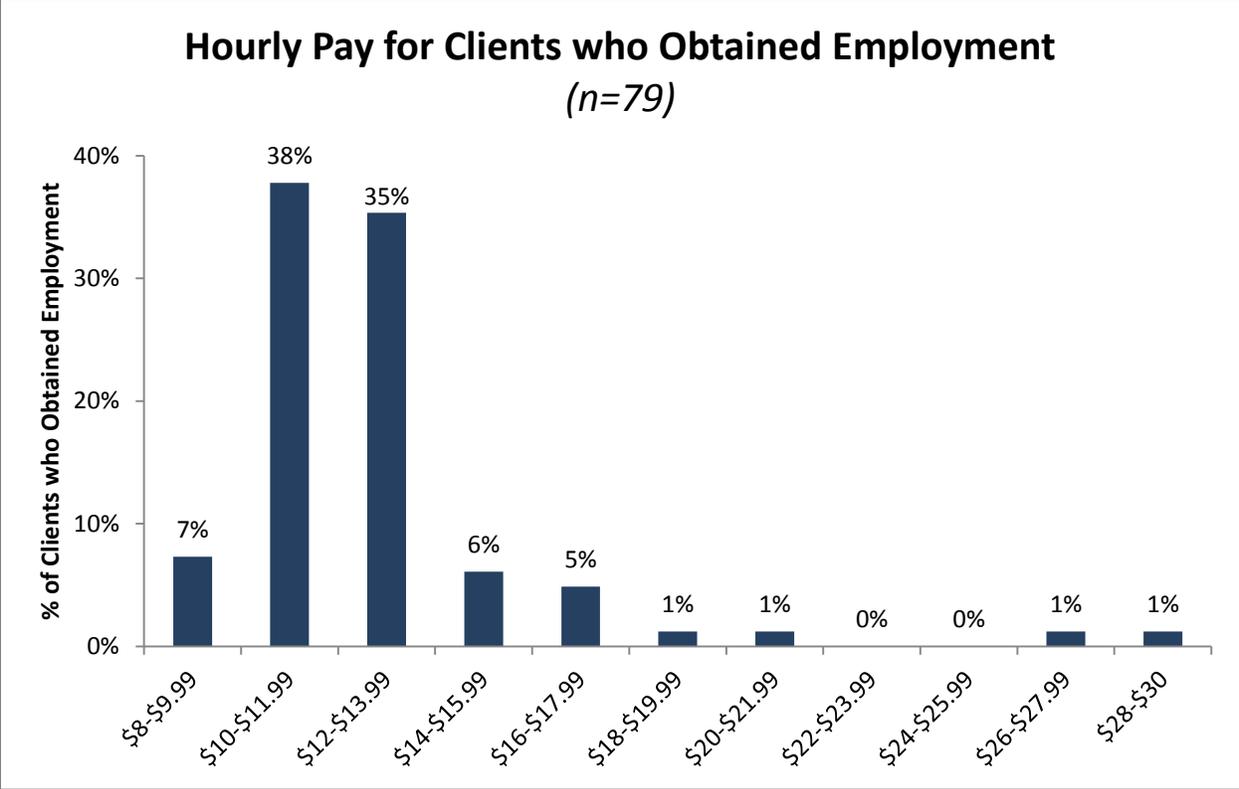
The 79 clients who received employment under Year Four received their respective jobs in a wide array of industries. The broad spectrum of industries that our clients obtained work in testifies to the usefulness in working with a coalition of employment partners who all have different ties with the private sector and are able to leverage their experience in different trades to help get probation clients the jobs they want. This is critical in increasing the prospects of long-term employment and employee satisfaction.

The predominant category of employment in Year Four of Realignment was Manufacturing and Production with 23 clients receiving employment in this field, closely followed by Other Service Jobs (17 clients) which include jobs in security, plumbing, electrical, and clerical, to name a few.

Another important factor influencing an individual's ability to effectively make the transition into long term employment is to ensure that the jobs that are obtained are able to sustain that individual financially. Critical in this regard are both the ability of clients to obtain well-paying jobs as well as full-time jobs.



Of the 79 clients who received employment under Year Four of Realignment, 71% (56 clients) worked full time or more each week. 13 clients reported working 20 hours each week on average, and only four clients worked under 20 hours each week. Although a sizable majority of those who received employment did so full-time, the Probation Department will continue to work with our employment partners to increase the prospects of obtaining full-time employment through their programs.



A remarkable 83% of jobs obtained through the employment program during Year Four of Realignment paid between \$10 and \$14/hour. In fact, the average hourly rate for a job obtained through the employment programs was \$12.40/hour. Combined with the average number of hours worked per week (36 hours) meant an average pre-tax income of \$1,785.60 for those clients who receive employment through these services. With rising costs of living in Alameda County, it is important that this average income is increased for Year 5 of Realignment. Fundamental to the long-term success of our clients in transitioning into society is the level of financial stability and independence that employment obtained provides. The Probation Department will continue to work with our employment partners to ensure that the finish line is not met merely by a job, but rather it is met by the ability of people to lead independent and productive lives free of crime.

A contributing factor towards achieving financial stability and independence is the broader safety net that employment provides through making benefits available to their employees. Benefits such as medical insurance, dental insurance, and vision programs are vital to employee well-being, and help create a sense of stability and peace of mind. As such, the Probation Department and our employment partners strive for an increased number of our clients obtaining employment with companies and organizations that offer benefits. Of the 79 clients who obtained employment in FY14-15, a 35% (28 clients) reported that this employment led to

benefits within 90 days. This is an area where further improvement is necessary to ensure that probation clients are able to obtain employment that helps contribute to long-term well-being for our clients.

### ***Employment Strategies – Moving Forward***

In Year Five of Realignment, the Probation Department anticipates a significant increase in referrals to employment services. This increase will be caused both by the fact that the relationships with our employment partners have been well established over the course of a year, and Probation staff is well aware of whom the different employment partners are and how they work. Furthermore, the expansion of services to include a broader segment of the realigned population has already led to an increased number of referrals compared to the same time period in the previous year.

As referrals are increased, a key challenge that the Probation Department will work to address with its employment partners is to ensure that those clients who are referred are able to make contact with our employment partners and become enrolled in their programs. However, lessons learned from Year Four indicate that the Probation Department needs to more accurately track clients who enroll in employment services outside of the four contracted partners. Frequently, clients pursue many avenues in obtaining employment and, although they may receive a referral to services by the Probation Department, they may enroll in a separate program not administered by the Probation Department. Thus, Year Five will need to bring with it some changes in how clients are tracked to more broadly and accurately reflect the progress and achievements of the client population. Furthermore, the Probation Department will utilize Integrated Behavior Intervention Strategies (IBIS) training to increase the levels of motivation amongst our clients to engage in employment and other services, in addition to rolling out a referral management portal for our service provider. These are two examples of initiatives that the Probation Department is currently undertaking to help improve the number of clients that are effectively connected to the employment programs.

Year Five of Realignment also brings with it a unique opportunity to incorporate some of the lessons learned from Year Four into a new request for proposal for employment services. The Probation Department will make efforts in this process to ensure that our employment partners receive the support and incentives they need to better serve our clients, and increase the number of clients that receive full-time jobs with benefits that pay a living wage. Ultimately, such employment must be made more accessible to the realigned population in order to help pave the way to a life free of crime.

## **VI. PROBATION SUPERVISION SERVICES**

The Alameda County Probation Department Adult Services Division provides a wide range of services and supports to its clients, partnering agencies, and to the community at large. The primary responsibilities include:

- ❖ Supervision based on the clients' identified needs
- ❖ Rehabilitation and treatment opportunities for clients
- ❖ Accurate and timely services to the Courts
- ❖ Resources to victims of crimes
- ❖ Oversight and administration of contracted providers/services

### **Supervision Services include:**

- Post Release Community Supervision (PRCS) – Realignment of clients from the State and County level
- Mandatory Supervision – Penal Code 1170(h)(5) – Realignment of clients from the State and County level
- Formal Probationers - Clients on felony probation
- Oversight of Domestic Violence Batterers' Treatment
- Specialized Supervision of Sex Offenders
- Supervision of Cases Transferred In/Out of the County (Jurisdictional Transfers – Penal Code 1203.9)
- Interstate Compact – Out-of-State transfers
- Task Force Operations – Collaboration between Probation Department and law enforcement agencies



The Probation Department is committed to implementing evidenced-based approaches such as:

- ✓ Integrated Behavioral Intervention Strategies (IBIS), a set of supervision techniques that are used routinely in the Deputy Probation Officers' interactions with clients. These skills assist in developing a rapport with the client, help to change behavior, and address skill deficits. IBIS is a collaborative and individualized approach which targets current criminogenic factors that put the clients at risk of recidivating.
- ✓ Motivational Interviewing works in conjunction with IBIS and is a direct client-centered method for enhancing the clients' intrinsic motivation to change by exploring and addressing ambivalence to services. Motivational Interviewing uses a collaborative style to help strengthen the client's own motivation and commitment to change.

## **Grant Awards**

**Smart Supervision** - is funding that seeks to improve probation and parole success rates, which would in turn improve public safety, reduce admissions to prisons and jails, and save taxpayer dollars. Funds are used to implement evidence-based supervision strategies and to innovate new strategies to improve outcomes for clients. This first-of-its-kind legislation authorized federal grants to government agencies and nonprofit organizations to provide employment assistance, substance abuse treatment, housing, family programming, mentoring, victims support, and other services that can help reduce recidivism. The Probation Department has used these funds to implement validated risk and needs assessment tools, implement an evidence-based supervision model, and will validate the current Adult Services Risk Assessment tool.

**Second Chance Act** - The Probation Department will use this funding to implement gender-specific services with the goal of improving outcomes for female clients. Probation staff will utilize an assessment tool created for female clients and based upon the assessment, assign females to caseloads where their needs can be better addressed and their case plan implemented.

**Partner Collaborations** - The Probation Department, in keeping with the CCPEC's guiding principles, works with numerous service providers throughout the County. In collaboration with these partners, the Probation Department provides referrals and linkages to a plethora of services, including:

Housing	Barrier Removal (child support services, CDL, SS cards, etc.)
Employment	Substance Abuse
Health Mental	Health

The Probation Department staff has created referral mechanisms and systems to track and report outcomes for our contracted service providers. These outcomes are presented, on a regular basis, to the CCPEC. The Probation Department is the first point of contact for all of the referrals for services for the realigned population noted in this report. Therefore, the outcomes in the various areas are a result of the coordination and collaboration from Probation with a myriad of partner agencies.

In an effort to support service providers in the community, work effectively with our partner agencies, and increase the number of clients who utilize services, the Probation Department adopted some new strategies.

The AB 109 Unit located in Oakland created a group orientation for clients returning to our county from prison. The orientations invite both contracted and non-contracted providers to meet with the clients and inform them of their respective services, including: housing, medical, employment, substance abuse, and education. As a result, many clients sign up for services onsite. These orientations also include presentations by staff regarding what to expect while being supervised, how to access barrier removal services, and often gift cards are provided for clients to purchase a meal after the orientation.

The AB 109 Unit also conducted an address verification operation in Sobrante Park. The focus of this operation was not compliance. The effort was to increase communication with clients in the Sobrante Park area. The teams involved made contact with clients in an effort to obtain accurate address information, provided resource booklets that detail available services in the community, and provided information regarding the details and eligibility requirements for Proposition 47.

In an effort to increase the knowledge and use of services by the clients in custody at Santa Rita, Probation staff held a resource fair that took place in the gym at Santa Rita. This was a collaborative effort with the partner agencies, Probation, and the contracted service providers. In-custody clients were able to receive information on services in the community and many were able to get referrals from their assigned Deputy Probation Officer while the resource fair was in progress. This ongoing effort helped to increase client knowledge of the contracted services available and assist in addressing some of the issues that lead to their incarceration.



## **VII. PUBLIC DEFENDER: CLEAN SLATE PROGRAM AND SOCIAL WORKER INITIATIVES**

### **CLEAN SLATE PROGRAM**

**Background:** The Alameda County Public Defender's Office (ACPDO) Clean Slate Program began as an event originally created by All of Us or None, Congresswoman Barbara Lee, State Senator Loni Hancock, Alameda County Supervisor Keith Carson Alameda County Public Defender, the Alameda County District Attorney and the other community based organizations. The initial activities were one day events where hundreds of individuals were able to have their criminal records expunged.

In an effort to meet the growing need in the community for this service in April of 2013 the ACPDO expanded their capacity to serve clients by developing a partnership with the East Bay Community Law Center (EBCLC), an organization that had been providing clean slate services in Alameda County for close to 10 years. Once the partnership with ACPDO and EBCLC was up and running, they won a partial grant from AmeriCorps's Equal Justice Works, to support public interest attorneys within their offices to help provide clean slate services. ACPDO then utilized a portion of their AB 109 funding, which allowed them to hire additional staff, thus allowing Clean Slate Activities to take place on a daily basis.

**Current Clean Slate Activities:** The Clean Slate program provides high quality, high volume representation for clients who are seeking criminal court-based remedies including "expungements," early termination of probation, reduction of felonies to misdemeanors, Certificates of Rehabilitation, sealing of arrest records, diversion record sealing, and other remedies. What makes our office unique is that we also advise and represent these same clients on civil and administrative remedies that allow them to overcome barriers to employment, including employment and consumer rights enforcement. We provide holistic, collaborative, and multimodal services to help formerly incarcerated people access their legal rights and connect with the services that they need including obtaining jobs, providing housing support, and other rehabilitation services to improve employment opportunities and increase stability and civic participation. The strategies pursued are not only improving the lives of clients served and their family members; this work is making communities safer and more secure.

## **Program Totals**

Listed below are the numbers of people that have received any criminal court-based remedies including "expungements", early termination of probation, reduction of felonies to misdemeanors, Certificates of Rehabilitation, sealing of arrest records, diversion record sealing, and other remedies. Our success rate over the three years is slightly above 90%. The numbers below show the broader picture of total number of clients represented in criminal court, as opposed to the numbers above, which represent the limited number of clients who have been represented by the ACPDO beyond the criminal court context.

### **General Clean Slate Numbers:**

2015: 1,308 motions filed = 97% success rate

2014: 1,129 motions filed = 89% success rate

2013: 330 motions filed= 92% success rate

### **Other:**

Factual finding of Innocence/Certificates of Rehab: 59 filed = 46 granted;  
1,627 files open and closed with only advice given; and  
1,701 current open and active files.

### **Additional Advocacy Includes:**

- Correcting errors in commercial/ private criminal background reports
- Employment Advocacy when a person is denied employment because of their criminal background
- Assist when a client receives an Occupational Licensing Denial (i.e. Social Services, Guard Cards, Nursing or Phlebotomy, Barbers, etc.)
- Public Housing denials because of criminal backgrounds
- Prop 47 and Homeless Court Collaborations

ACTIVITY PREFORMED	ALAMEDA COUNTY PUBLIC DEFENDER EQUAL JUSTICE FELLOWS YEAR ONE GOALS	ALAMEDA COUNTY PUBLIC DEFENDER EQUAL JUSTICE FELLOWS RESULTS
Individuals with cases opened, prepared, and submitted	140	195
Individuals with employment barriers removed	56	111
Individuals that obtained employment	28	50
Volunteers leveraged	24	26
Individuals with employment barriers served	278	522

Additional Activity by the Public Defender's Equal Justice Fellows

Employment discrimination cases	5
Criminal record exemptions submitted to CA Department of Social Services and Transportation Security Administration	9
Criminal Records Corrected	7

**The Results:** The Public Defender currently employs two AmeriCorps's Equal Justice Fellows who work in our clean slate practice, Ann Surapruik and Sadie R. Wathen; both have passed the California Bar and are supervised by Assistant Public Defender Lindsay Horstman. The above data demonstrates how Ms. Surapruik and Ms. Wathen (who are focusing their work on a smaller number of clients, but ensuring that those clients reach their maximum potential of civil remedies within the clean slate program) are exceeding all of their benchmarks.

## SOCIAL WORKER INITIATIVES

**Background:** Inspired by the Bronx Defender model of holistic criminal defense and other national best practices, the Alameda County Public Defender's Office began utilizing social workers to provide expertise to help judges understand our clients' circumstances, and to recommend treatment programs which may provide a positive intervention. Our social workers provide input to the District Attorney and the Courts, often resulting in alternatives to incarceration and a reduction in sentences. Benefits to the community include reduced recidivism and healthier reentry into society.

**How it Works:** Initially, a Public Defender requests an assessment of the needs of a client charged with a felony or multiple felony offenses. After the Public Defender's initial request, the social worker interviews the client and documents their challenges, which often include substance abuse and its related issues, neglect and an unstable upbringing. After the interview, the social worker provides a recommendation for services and/ or activities to address the specific needs of the client; that information is introduced into the case by the Public Defender or social worker and frequently impacts the ultimate court decision. Furthermore, our social workers have been able to address additional needs including securing books for our clients and clothes for their children. As a result of understanding each client's strengths and challenges, the outcomes benefit the public by achieving an appropriate balance between public safety and judicial reform.

Since June 2014, the Public Defender's social workers have achieved the following:

### *The Outcomes*

Completed Cases	230
Active/Pending Cases	94
Incomplete Cases	50
<b>Total Number of Cases Referred</b>	<b>374</b>

### *Of these cases, the reasons for incomplete are:*

Client Declined Services	14
Client Switched to Private Attorney	3
Other	23
Unknown Outcome Due to Data Failure	10
<b>Total Number of Incomplete Cases</b>	<b>50</b>

The category "Number of cases where the social worker could impact case" excludes the 94 active cases and post-sentence referrals:

Number of Cases Where Social Worker Could Impact Case	213
Social Worker Had Positive Impact On Case Outcome	146
<b>Rate of Impact</b>	<b>69%</b>

**Countywide mandated treatment referrals vs. court acceptance of these plans:**

Proposed Mandated Re-Entry Plans	113
Approved Mandated Re-Entry Plans (By Court)	82
<b>Rate of Accepted Plans</b>	<b>73%</b>

**Breakdown of proposed vs. approved plans by North County & South County:**

**North County**

North County Proposed Mandated Re-Entry Plan	71
North County Approved Mandated Re-Entry	55
<b>Rate of Accepted Plans</b>	<b>77%</b>

**South County**

South County Proposed Mandated Re-Entry Plan	42
South County Approved Mandated Re-Entry	27
<b>Rate of Accepted Plans</b>	<b>64%</b>

**Recidivism Definition:** Clients received a new charge or the District Attorney filed a parole violation based upon a new arrest. (This is an expansive definition which we use due to the brevity of our program; using a more liberal "new conviction" definition would not necessarily mean much, given that our program is new.)

**Note:** To calculate our recidivism rate, we only looked at clients for whom we proposed a mandated treatment program and the court accepted the program. This seemed, to us, the most relevant population for us to base our recidivism numbers upon.

The recidivism rate is calculated either from the date the client started the program or from the sentencing date (which ever came first). These numbers were calculated from 1/4/2016 to 1/6/2016.

Program Start Dates range from 7/31/2014 to 12/17/2015.

Recidivism	6
Assigned to a program in lieu of jail/prison	82
<b>Recidivism rate</b>	<b>7%</b>

**Cost effectiveness:** Below is a comparison between the cost of incarceration and the cost of the mandated treatment service providers utilized by the Public Defender's social workers and other county departments. In every instance, except for "residential co-occurring, mental health; and drug and alcohol," the cost of the treatment is less than incarceration. It should be noted that the \$142 as the daily cost for being in Santa Rita is an average; the cost of housing inmates with mental health issues is greater than \$142 a day.

Provider	Service Provided	Cost of Service	Billing
C.U.R.A.	Residential drug and alcohol counseling	\$2,400 a month	BHCS
Salvation Army	Residential drug and alcohol counseling, men only, 6 months	N/A	Church Funded/Private Contributions
City Team	Residential drug and alcohol counseling, one year	\$15,000 a year \$1,250 a month	Church Funded
City Team	Shelter beds	\$5 a night \$150 a month	Church Funded
New Bridge Foundation	Residential drug and alcohol counseling	\$3,066 a month	BHCS Contract
Chrysalis	Residential co-occurring, mental health; and drug and alcohol, women only, 6 months	\$230 a day \$6,900 a month	BHCS Contract (\$6,515 a month)
Cronin House	Residential co-occurring, mental health; and drug and alcohol	\$230 a day \$6,900 a month	BHCS Contract (\$4,950 a month)
Options	Sober Living, AB 109 clients only	27.25 a day \$817.50 a month	BHCS Contract

Provider	Service Provided	Cost of Service	Billing
Second Chance	Outpatient drug and alcohol treatment/drug testing	\$716 a month	BHCS Contract
Magnolia House	Residential co-occurring mental health and drug and alcohol for women with children & pregnant women	<i>\$180 a day \$5,040 a month</i>	<i>BHCS Contract</i>
Orchid	Inpatient drug and alcohol treatment for women with children/food/ shelter	\$539 a month	Food Stamps/GA
The Jericho Project	In patient drug and alcohol and social rehabilitation	N/A	Privately Funded
Delancy St. Foundation	In patient drug and alcohol and social rehabilitation	N/A	Self-Sustaining Business
Alameda County Sheriff	Santa Rita Jail	\$142 a day \$4,260 a month	Alameda County General Fund

Note: Even if the vendors are paid through a BHCS contract, the county may bill Medi-Cal for partial reimbursement.

**Other Community Partners:**

Alameda County Behavioral Health Care Services	Bay Area Legal AID	MISSEY
Alameda County Probation Department	Berkeley City College	The Mentoring Center
The Alameda County Social Services Agency	Crossroads	The Royal Independent House
Alameda County Sheriff's Office – Operation My Home Town	The Center for Independent Living	The U.S. Department of Veteran Affairs
Fred Finch	The Homeless Action Center	West Contra Costa College

**Conclusion:** Our office is pleased with the successes our social workers have achieved to date and looks forward to continuing our partnerships with other county departments, community-based organizations and the further implementation of our holistic defense practices. The type of comprehensive attention to the distinct needs of those we serve will continue to provide opportunities for success and growth for our clients and the community at large.

## **VIII. SHERIFF'S OFFICE: IN-CUSTODY SERVICES**

### **SANTA RITA JAIL TRANSITION CENTER (SRJTC)**

The in-custody ReEntry Center was opened in February of 2014 at the Santa Rita Jail. The mission of the Santa Rita Jail Transition Center, in collaboration with the Alameda County Probation Department, is to help provide key resources in a pre-release setting for individuals sentenced to county jail and/or subsequently re-entering society. The SRJTC helps afford those an opportunity for a successful reentry back into the community, maintain and/or gain employment, make positive changes in their lives, reduce jail overcrowding and move forward with their lives and avoid going back to jail.

The Santa Rita Jail Transition Center includes pre-release and post-release services that are managed through intensive case management by the Probation Department and Alameda County Sheriff's Office Youth and Family Services Unit (YFSB). Successfully re-entering society after incarceration is extremely difficult; consequently, if the underlying causes that led to an offender's incarceration are not addressed, he/she is more likely to recidivate again upon release from custody. In an effort to break this cycle, the SRJTC partners with a wide range of services, community-based organizations, non-profits and other County offices. In FY 2014-2015, Inmate Services staff and case managers completed 1,136 in-custody interviews. The goal of the SRJTC is to reduce recidivism by helping the individuals facilitate a smooth successful transition from jail back into the community.

We currently have seven (7) YFSB case managers that provide services using evidence-based principles. While incarcerated, individuals are referred to YFSB case managers, who work with the client to develop Individualized Re-Entry Plans (IRPs). Maximum and medium security Rehabilitation-Based Incarceration (RBI) housing units have been created for inmates, offering educational programming, addiction services, restorative justice circles and parent education. Public benefits applications are completed prior to release for General Assistance, Cal-Fresh, HealthPAC and other entitlements and official identification cards are obtained. For FY 14/15, release was coordinated through YFSB case managers, who transport clients to pre-designated locations such as residential drug treatment, sober living environments, Shelter Plus Care facilities, and other housing resources. Ongoing case management continues, including: family engagement; transitional jobs programs and job readiness training; health care and behavioral health care; legal advocacy; and free and low-cost educational and recreational resources.

From July 1st 2014 through June 30th, 2015, were 1,136 interviews were completed within the SRJTC. Below is a partial list of the services provided to clients, as a result of case management through the SRJTC:

- Housing
- Substance Abuse Programs
- Pre-Employment & Employment Services
- Metrix Learning Programs Available Online
- Breaking The Barriers Pre-Employment Program
- Linkages to secure, safe, and stable housing that support a clean and sober lifestyle
- Linkages to substance abuse treatment services
- Linkages to mental health treatment services
- Bridge medication provided
- Assistance with child support orders
- Assistance obtaining social services, such as Medi-Cal, CalFresh, etc.

In-Custody Programming includes:

- The Maximizing Opportunities for Mothers to Succeed (MOMS)
- Dads Acquiring and Developing Skills (DADS)
- Teaching and Loving Kids (TALK)
- Adult Basic Education (ABE)
- A.S.E./Hi SET (Formerly GED)
- Literacy
- Anger Management
- Thinking for Change

Career and Technical Educational (CTE) courses include:

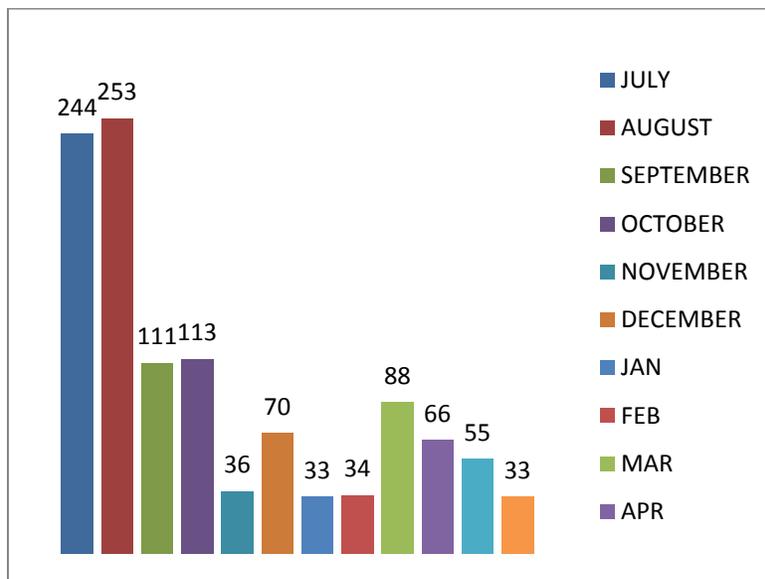
- Computer Technology
- Employability
- Barbering and Cosmetology
- Food Service, Commercial Baking, and Commercial Kitchen
- Deciding, Educating, Understanding, Counseling, and Evaluation (DEUCE) and Restorative Justice program

## **INTERVIEW OUTCOMES**

Interviews are conducted Monday through Friday. The focus of the interviews in the SRJTC by case managers consist of conducting an initial screening and qualification, anticipated release dates, individual stability concerns (such as, housing, substance abuse, etc.), level of risk, program eligibility, expectations, and job skill/employment history. Once these factors are determined by the case managers, referrals are then made for individuals based on their

findings for further follow-up, additional case management and/or an Individualized Management Plan (IMP). If an IMP is implemented for an individual, the case managers provide intensive case management at Santa Rita in a pre-release setting through collaboration with the Probation Department, Transition Day Reporting Center, community-based providers, Corizon Health Services (pre-release medical providers), Behavioral Healthcare Services (pre-release mental health services), and the Tri-Valley Regional Programming (educational and vocational classes and training). The outcome and goal is to help facilitate opportunities for long-term change and smooth transitions from jail to communities.

**SANTA RITA JAIL TRANSITION CENTER 2014/2015 FISCAL YEAR INTERVIEWS**



Total Interviews for July 2014 through June 30, 2015: **1,136**

As a result of the in-custody services, many positive outcomes have been achieved, including reduced recidivism and reduced violations and/or conditions of supervised release by program participants.

## **IX. DISTRICT ATTORNEY: eCRIMS**

Beginning in 2013-14, funding was allocated to create a web-based criminal justice data system that would provide consistent data to all of the justice partners that are critical to our abilities to conduct business. As well, the system design included integration of the court information, such as next court dates, decisions by the court, and any other activity and/or actions taken on a particular case and/or a particular defendant. The old CRIMS system replaced an even older main frame system that is the operating system for the Courts and justice partners. Through ITD and the eCRIMS Team, led by District Attorney Nancy O'Malley, a comprehensive design was created that utilized modern technology for the greatest accuracy and efficiency. For the last few years, the Working Team, comprised of representatives of all of the interested departments and parties, including Judges and Court representatives, have met no less than twice and sometimes four times a month, to ensure the design build is consistent with the design and/or where modifications were needed, to help guide those modifications. The Executive Team of the eCRIMS Project has met quarterly to ensure oversight and compliance with timelines and design.

Until 2015, the eCRIMS Project has been on time and on budget. However, in early 2015, the Court personnel announced that the Court had decided to purchase a commercial court case management system called Odyssey from Tyler Corporation, a Texas-based firm. Odyssey has required the Court IT to modify the generic product. The Court and County justice partners committed to build systems that are integrated to maximize all that technology has to offer. The challenge for the County ITD has been receiving the design build from the court in a timely manner. As such, the roll-out of eCRIMS has been delayed for a significant amount of time. The County ITD has had to re-write portions of eCRIMS to fit with Odyssey and is stymied in its continued development by the delays in Odyssey providing the necessary information in order for County ITD to write the code for eCRIMS as an integrated system. To avoid further delays, DA O'Malley has convened bi-weekly meetings with County and Court IT staff to ensure the progress of the two systems' integration.

As it stands now, the Court's Odyssey system is set to go live mid-June, 2016. The County's eCRIMS is set to go live in late June or July, 2016. Both County and Court have agreed to share the cost of an independent tester to begin testing each system and the integration of the systems. At the same time, the Alameda County Sheriff's Office has introduced a new jail management system, AJIS, and the District Attorney is re-writing its case management system, DALITE, into a web-based environment. When all is said and done, AJIS and DALITE will feed critical case information electronically to Odyssey and Odyssey back to AJIS and DALITE.

With the twist and re-direction of eCRIMS as a result of Odyssey, we have had to postpone the creation of "Provider Portals" which will allow those agencies providing services (government and non-government alike) to receive referrals electronically, to provide progress reports electronically and other e-benefits. That work, though postponed, will begin after the

completion of the main project. However, originally designated funds had to be re-directed to complete eCRIMS integration with Odyssey. In FY 2016-17, we will ask for additional resources for ITD to complete the "Provider Portal". The design team for the "Provider Portal" will include justice partners and providers.

**X. BEHAVIORAL HEALTH CARE SERVICES - SUBSTANCE USE DISORDER TREATMENT AND MENTAL HEALTH SERVICES**

**MENTAL HEALTH UTILIZATION - FY14-15 FOR AB109 CLIENTS**

SERVICE CATEGORY	# OF CLIENTS	# OF DAYS OR VISITS
<b>In-custody MH</b>		
• Medication evaluations and brief counseling	491	5,214 visits
• Psych hospitalization (5150 crisis)	3	68 days
• Pharmacy	3	
<b>Out-of-custody MH</b>		
• Psych Hospital and Residential	131	1,740 days
• Crisis (medication, brief counseling)	36	93 visits
• Outpatient (screening, referral, counseling case management)	92	2,060 visits
• Pharmacy		
<b>TOTAL</b>	<b>756</b>	

**SUBSTANCE USE DISORDER TREATMENT UTILIZATION - FY14-15 FOR AB109 CLIENTS**

SERVICE CATEGORY	# OF CLIENTS*	# OF DAYS OR VISITS
<b>Out-of-custody Substance Use Disorder (SUD) Treatment</b>		
• Detox/Sobering Station (short-term for sobering and stabilization)	68	859 days
• Residential/Recovery Residences	58	6,170 days
• Outpatient drug-free (outpatient group and individual sessions, and assessment and care management)	128	3,709 visits
Narcotic Treatment Programs (dosing, counseling)	47	6,772 visits
<b>Total SUD Treatment</b>	<b>301</b>	

\*Unduplicated clients, some utilizing more than one treatment modality

**ENGAGEMENT RESULTS EFFORTS TO ENGAGE AB109 CLIENTS IN SUBSTANCE USE TREATMENT SERVICES**

• SUD referrals from Probation to CenterPoint	298
• CenterPoint assessments with referrals into treatment	233
<b>% of Clients referred by Probation who showed for and received assessments by CenterPoint and referrals into treatment</b>	<b>78%</b>
• CenterPoint assessments and referrals into treatment	233
• Clients assessed for and referred into treatment by CenterPoint who showed for and were admitted into treatment	182
<b>% of clients assessed by CenterPoint and referred into treatment who began treatment</b>	<b>78%</b>

**FY14-15 SUD TREATMENT PROGRAM DISCHARGE RESULTS FOR AB109 CLIENTS**

<u>DISCHARGE STATUS</u>	<u># OF CLIENTS*</u>	<u>% OF THOSE DISCHARGED</u>
• Discharged after successful progress	46	32%
• Transferred to another level of care	24	17%
• Discharged without significant progress	65	45%
• Discharged due to re-incarceration	10	7%
Total	145	101%

\* Some clients had multiple episodes/discharges

**CLIENTS REFERRED FOR MENTAL HEALTH SERVICES BY PROBATION: FISCAL YEAR 2014-15**

For FY 14-15, there were **14 referral** requests for mental health services from Alameda County Probation. Below is the ACCESS disposition for these requests. Please note, some clients received more than one disposition.

DISPOSITION	# OF REFERRALS	ADDITIONAL INFO
Referred to Psychiatry Services	4	Medication Management
Referred to Therapy	2	
Referred to CRP for Higher Level of Care	1	Assigned to Service Team
Referred to CRP for Higher Level of Care	1	Multiple no-shows; Recommended residential co-occurring SUD program
Multiple CRP referrals	4	
Referred to Beacon/Alameda Alliance	2	MH impairments in mild-moderate range
Referred to CRP for bridge medications	1	
Referred to Transitional Age Youth Team	2	
Recommendation to Probation Officer - assist client in signing up for Medi-Cal	1	Insurance needed for client to be referred to mental health services
Information given per request of Probation Officer	1	Bereavement support groups for 19 year olds

## **XI. INNOVATIONS IN REENTRY - FUNDING PERIOD EVALUATION REPORT (NOVEMBER 2013 – APRIL 2015)**

### **KEY FINDINGS**

- The nine *Innovations in Reentry* (IIR) projects served 280 pre-release participants and 326 post-release participants – 137 more participants than projects had set out to serve.
- 430 of participants (71%) were supported by IIR projects over time.
- 79% of all ongoing, post-release participants were under the supervision of the Alameda County Probation Department.
- Participants came from all over Alameda County. The majority of participants spent some time living in Oakland. Participants lived within all five supervisorial districts.
- Only 16 participants (9% of active, ongoing post-release participants) were re-incarcerated – and of these, only six were re-incarcerated for new crimes. Rates of recidivism and revocation for IIR participants were between 45% and 88% *lower* than expected. (Note: Recidivism can either refer to people returned to custody for any reason but only for those returned for this project refers to a new crime, while revocation refers to people returned to custody for a violation of the terms of their release.)
- Although each grant project used different measures to track their impact on participants, all grantees were successful in improving the well-being of their participants. Multiple grant projects demonstrated a positive effect related to participants' self-confidence, employment status, educational attainment, and utilization of available and necessary services.

### **PROGRAM DESCRIPTION**

The *Innovations in Reentry* (IIR) grant program was created to support community-based projects that had an innovative approach to reducing adult recidivism in Alameda County. The funding period was 18 months, from November 2013 to April 2015. The program supported the following nine demonstration projects, with awards ranging from \$25,000 to \$389,338 per project (there was a maximum award of \$25,000 for individual/informal groups, \$200,000 for a single organizational applicant or \$400,000 for a multi-organization partnership).

## WHO PARTICIPATED IN *INNOVATIONS IN REENTRY?*

### PEOPLE WITHIN THE CRIMINAL JUSTICE SYSTEM

IIR grantees set out to serve 190 pre-release participants and 279 post-release participants, but exceeded both goals. Together, IIR projects actually served 280 pre-release participants and 326 post-release participants. Of the people who were served, 161 pre-release participants and 269 post-release participants had ongoing relationships with IIR projects. Grantees also provided health and legal information through one-time interactions to 119 people who were incarcerated and 57 people who had previously been incarcerated.



#### Selected participant demographics:

- Of the ongoing, post-release participants, 213 (79%) were on probation and 13% were on parole while working with IIR projects.
- Participants came from all over Alameda County, but most frequently lived in Oakland or Hayward. Participants lived within all five supervisorial districts.
- Of the 430 ongoing participants (pre- and post-release), 93% were men and 7% were women.
- Overall, the two largest racial/ethnic populations served by IIR projects were African-American (73% of participants) and Latino (18% of participants).
- Among IIR participants, 43% were transition age youth (18-24 years old), 39% were 25-44 years old, 17% were 45-64 years old, and 1% (only two participants) were 65 or older.

## **PARTNERSHIPS THAT MADE IIR PROJECTS POSSIBLE**

The nine grantees partnered with 175 unduplicated entities, including funders, resource-providers, advocacy organizations, technical advisors, local businesses, and community-based organizations. More than one IIR grant project worked with 18 of the partner entities.

## **FINDINGS**

### **PARTICIPANT RETENTION**

The majority of participants stayed engaged with their IIR grant project through the end of the funding period. Among ongoing post-release participants, 182 (68%) stayed active. Only 87 ongoing post-release participants dropped out or otherwise disconnected from the IIR projects from which they had been receiving services. Of those, 73 were on probation (reflecting 34% of all IIR participants who were on probation).

### **MEASURES OF PARTICIPANT WELL-BEING**

Grantees were generally successful in improving participant well-being. Because each intervention was unique, the exact measures and data collection tools varied between grantees. The evaluation team clustered these outcome measures into five categories. Across all of the grantees, measures of participant well-being addressed the following issues:

- Educational attainment
- Employment
- Self-confidence, life outlook, and/or self-esteem/self-image
- Access to/utilization of necessary services
- Positive connection(s) with a mentor, staff member, and/or peer.

Within each of the five areas and between grantees, rates of success for each measure were generally high.



## IMPLEMENTATION SUCCESSES, CHALLENGES AND RECOMMENDATIONS

As a pilot project, IIR sought to identify challenges, successes and recommendations to inform subsequent years of funding for Alameda County and outside agencies.

### CHALLENGES

Both grantees and IIR administrators identified the following as key challenges:

- Sufficient time was not allocated to assessing the needs of the reentry population and targeting the grant application guidelines to those identified needs, and grant projects varied in their knowledge about the criminal justice/reentry landscape within Alameda County.
- More time was needed prior to the grant start date to build upon existing relationships between the Alameda County Health Care Services Agency/grantees and the Alameda County Probation Department and Alameda County Sheriff's Office.

### SUCCESSES

Grantees identified several particularly effective strategies around recruitment, retention and partnerships.

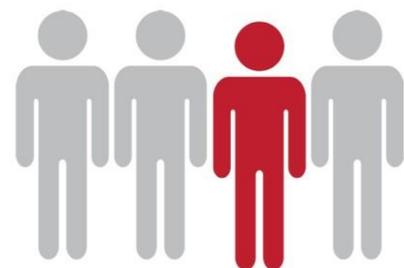
- Effective recruitment methods included word-of-mouth and forming relationships with participants while they were still incarcerated.
- Retention was improved by maintaining regular contact with participants via phone, text message, and in-person activities and by supporting participants around immediate, basic needs.
- Since partnerships take time to develop, it was most productive for grantees to capitalize on relationships that existed prior to IIR funding.

### RECOMMENDATIONS

Grantees reported that their projects would have been more successful if they had:

- Better systems in place to support job placement and vocational training.
- More time to train and support new staff, especially those staff in need of more hands-on supervision.
- A more coordinated care or referral system, or a repository of resources that grantees could utilize rather than having to develop their own knowledge of resources.
- A more efficient referral system between the Alameda County Probation Department and IIR grantees.

**Did you know? 1 in 4 U.S. adults has a criminal record.**



IIR administrators recommended ways that they could have better supported grantees. Specifically, IIR administrators should:

- Partner with grantees to refine and focus the Results-Based Accountability performance measures, standardizing the measures and data collection methods across grantees as much as is feasible.
- Provide grantees with an orientation or training on confidentiality and in regional trends in reentry to ensure that grantees start the funding period with key common knowledge.
- Develop a responsive technical assistance process that could assess grantee's progress and challenges periodically throughout the grant period.
- Coordinate with the Alameda County Probation Department to better serve grantees, incorporating feedback to improve inter-agency partnerships and the overall IIR program.

## IIR GRANT PROJECT RBA MEASURES

### Notes

*The following measures are the ones that IIR grantees tracked throughout the funding period and reported in their final report. Although some grantees referred to their participants as clients, these terms are interchangeable in the measures.*

### **ASIAN PRISONER SUPPORT COMMITTEE**

<b>REDUCTION OF RECIDIVISM: Program participants will have accessed service(s) through the culturally competent reentry guide and referral services.</b>		
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
The case manager will provide an initial benefits screening and develop a “life plan” that incorporates cultural strategies towards healing and resiliency	15/16 = 93.8% of clients who complete a life plan by the end of the second case management session	Life plan notes and case management database.
The case manager will contact participants on a monthly basis, adjusting/updating the self-management plan as needed and monitoring progress.	13/15 = 86.7% of clients who have taken first step on life plan within 3 months	Case manager and case management database.
Outreach worker and Case Manager will compile a listing of linguistically and culturally competent resources for the Southeast Asian and Pacific Islander reentry community	2/2 = 100% of staff who report increased knowledge of referral resources available to the API community	Feedback from case manager and project manager
Outreach worker and Case Manager will provide culturally competent referrals to participants for services such as housing, employment and health services	15/16 = 93.8% of clients referred who access/engage the needed service	Case manager and case management database.

<b>SOCIAL SUPPORT: Program participants will demonstrate an increased level of social support through culture-based support groups.</b>		
<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
13/13 = 100% of participants who report increased confidence engaging and participating in community activities		Written evaluation surveys.*
13/13 = 100% of participants who report an improvement in positive self-image.		
13/13 = 100% of participants who indicate having damaged relationships that demonstrate efforts to repair relationships (i.e. with family, community, peers, etc.)		
13/13 = 100% of participants who report higher confidence in overcoming challenges (i.e. resiliency)		
13/13 = 100% of participants who report an improved ability to solve problems as they arise		
13/13 = 100% of participants who report a greater positive life outlook or increased sense of life purpose		
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
Facilitate 2-hour weekly support groups	14/16 = 87.5% participants who attend more than 6 support group sessions	Case Manager and case management database.
	12/16 = 75% attendees that take leadership roles in support groups	
	14/16 = 87.5% attendees who engage in weekly communication or check-ins for majority of cycle (6-month cycle)	

\* 13 out of 16 participants were able to be reached during the evaluation period.

**BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Provide benefits screening and enrollment support to all participants, if applicable	6/7 = 85.7% of under or uninsured direct service participants enrolled in health insurance	Case Manager and case management database.
	3/3 = 100% of direct service participants enrolled in Cal-Fresh/SNAP	

**CENTERFORCE**

Decreased HCV-related risk behaviors of HCV infected persons & persons at high risk for contracting HCV. Linkage to HCV care for HCV infected persons leaving prison and acceptance of HCV testing for HCV negative/HCV unknown persons upon exit from prison.		
Impact Measures		Measurement/ Assessment Tool(s)
33/46 = 72% of participants who report a decrease in HCV risky behavior after release (vs. before incarceration)		Pre-/Post-assessment comparison (self-report); conversation (self-report)
2/6 = 33.3% of HCV positive participants who are enrolled [defined as having attended at least 1 appointment with a care provider] in a HCV treatment or care program		Self-report
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Implement HCV ACT Program with at least 10 HCV+ and at least 40 HCV-/HCV status unknown people leaving prison or jail and returning to Alameda County.	42/48 = 87.5% of participants who complete all 3 individual sessions pre-release	Health Navigator work log
	11/35 = 31.4% of participants who complete all 6 individual sessions post-release	
Actively refer program participants to HCV care services.	6/6 = 100% of HCV positive incarcerated participants who are referred to HCV care & treatment services upon leaving prison	
Ensure enrollment into HCV medical care services for which interested and willing participants are eligible, prioritizing services that offer the medical home model of care	2/6 = 33.3% of HCV + participants transitioning back to community who enroll in services for HCV care & treatment	
Actively refer HCV-status unknown program participants to HCV testing services	39/43 = 91% of HCV unknown status participants transitioning back to community who are referred to HCV testing	

**Access to needed transitional services upon release from incarcerated settings. Increased self-efficacy among participants to set and achieve goals. Decreased recidivism rates for program participants compared to the general population of people released from incarcerated settings to Alameda County.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Navigators continually check in with participants about their needs and strategize with them about how they can be better met <u>for up to 3 months</u> following release from incarcerated settings	6/6 = 100% of HCV+ participants who set HCV prevention goals	Health Navigator work log; Goal Sheets (program materials)
	6/6 = 100% of HCV+ participants who set HCV treatment goals	
	43/48 = 90% of HCV/HCV status unknown participants who set goals for testing and prevention strategies	
	47/53 = 89% of participants with completed Transition Goals plan	
	35/43 = 81% of participants who report progress on any of their identified prevention, treatment, &/or transition goals	

**BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Provide benefits screening and enrollment support to all participants, if applicable	43/46 = 93% of under or uninsured direct service participants enrolled in health insurance	Self-report
	2/10 = 5% of direct service participants enrolled in Cal-Fresh/SNAP	

**THE GAMBLE INSTITUTE**

EFFICACY IN REENTRY: Students' rates of recidivism, i.e. re-incarceration to prison or jail, will decrease.		
Impact Measures		Measurement/ Assessment Tool(s)
10/20 = 50% of surveyed participants who report an increased confidence in achieving over 50% of the goals outlined in their street scholars agreement.		Self-report
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Enroll 25 students in the Street Scholars peer-mentoring program.	20/20 = 100% of enrollees who report that they heard about the program through one of outreach activities.	Intake sheets
Street Scholars peer mentors will meet weekly with program participants during the Spring, Summer, and Fall 2014 semesters. Weekly meetings will include coaching and guidance in academic skill building, e.g. test preparation, involvement in recovery-related activities, e.g. participation 12-step or other recovery support groups, and assessment of recidivism risk, e.g. housing and financial needs, and provide appropriate referrals and support to address recidivism risks.	10/20 = 50% of students who attend weekly sessions	Sign in sheets
	10/20 = 50% of students that report that they feel connected with a mentor that they are compatible with	Self-report
Provide case management	5/20 = 25% of students who are provided referrals who access to services	Three students accessed services from Student Disability Services and two students accessed services from Student Health.

**ACADEMIC IMPACTS: Students' academic capacity and self-efficacy in areas such as study habits, concentration ability, and test preparation will increase.**

Impact Measures		Measurement/ Assessment Tool(s)
10/20 = 50% of clients who complete two semesters with passing grades		Student transcripts
10/20 = 50% of clients who report increased academic self-efficacy		Academic Intake form; self-report
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Provide Education Planning Support	10/20 = 50% of clients who present with need for education plan who complete a student education plan	The student education plan brought in by the student.

**BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Work with Innovations in Reentry staff and other Innovations in Reentry grantees to develop a strategy to provide benefits screening and enrollment support to all participants, if applicable.	0/20 = 0% of under or uninsured direct service participants enrolled in health insurance	All the students were receiving Medi-Cal benefits prior to enrolling in the program.
	0/20 = 0% of direct service participants enrolled in Cal-Fresh/SNAP	All of the eligible students were receiving Cal-Fresh/SNAP prior to enrolling in the program.

## LAWYERS COMMITTEE FOR CIVIL RIGHTS & NATIONAL EMPLOYMENT LAW PROJECT

**NOTE:** The LCCR-NELP project worked with 124 business leaders and 76 workforce development providers to create employment opportunities for formerly incarcerated people. Their project also included a public education campaign through LinkedIn. By the end of the funding period, this campaign collected more than 457,000 impressions (times the campaign was viewed) and 360 shares and other comments.

Employers within the business community view themselves as stakeholders in successful community reentry		
Impact Measures		Measurement/ Assessment Tool(s)
94/124 = 76% business leader event participants who express willingness to employ people with criminal records		Survey
112/115 = 97% business leader event participants who view hiring formerly incarcerated people as beneficial to their business		
17/19 = 89% of business leader event participants not currently hiring people with records who report a shift in their thinking about fair chance hiring		
15/19 = 79% of business leader event participants not currently hiring people with records who intend to change their policies or practices		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Engage business leaders, associations, and networks to recruit for roundtable series.	4/4 = 100% of barriers identified through interviews/focus groups that are addressed at business leader events.	Research and self-assessment
Implement roundtable series, synthesize feedback and circulate to participants. Roundtable series will engage up to 180 employers on issue of hiring people with records.	13/17 = 76% of businesses targeted that attend business leader events	
	43/90 = 48% of attendees who have decision-making authority or influence within their business	Survey
	3/3 = 100% of business leader events that are attended at capacity (originally approximately 60; changed to 30)	
	2/3 = 67% of business leader events that met goals for business attendance (one-third businesses/employers)	

**Employers within business community promote successful reentry through their hiring practices.**

<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
40/45 = 89% of workshop attendees who report they plan to increase hiring of people with criminal records		Survey
41/45 = 91% of workshop attendees who are committed to being Fair Chance Employers		
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
Conduct six educational workshops for 10-40 employers each, and make resources available to County for use with First Source contractors	1/6 = 16% of trainings that are at capacity	Self-assessment
	43/45 = 96% of training participants that indicate that trainings met their needs / were relevant to their needs	Survey
Provide one-on-one legal counsel and individualized technical assistance to small business owners as they implement changes to their hiring practices and policies	5/5 = 100% of legal services recipients who report that services enabled them to implement fair chance hiring practices	

Formerly incarcerated workers feel empowered with greater and more meaningful economic opportunities.		
Impact Measures		Measurement/ Assessment Tool(s)
56/57 = 98% of workshop attendees who report an increase in knowledge of their rights related to their records		Survey
54/57 = 95% of workshop attendees who feel empowered to assert their rights		
50/57 = 88% of workshop attendees who are more confident applying for a position		
73/76 = 96% of workforce development service providers who increase their knowledge of rights and obligations under relevant employment law		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Develop and conduct 4-6 trainings for 10-20 formerly incarcerated people who are applying for jobs or interested in entrepreneurship	3/4 = 75% of trainings that are at capacity	Sign-in sheet compared to target attendance
	51/56 = 91% of training participants that indicate that trainings met their needs / were relevant to their needs	Survey
Develop and conduct 2-4 trainings for workforce development centers	2/2 = 100% of trainings that are at capacity	Sign-in sheet compared to target attendance
	76/76 = 100% of training participants that indicate that trainings met their needs / were relevant to their needs	Survey

## THE MENTORING CENTER

MENTORING		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Recruit and train mentors. Training includes conflict resolution and trauma informed healing	30/51 = 58% of participants who report a positive connection to a mentor	Assessments
Recruit participants	2/3 = 66% of cycles with 25 participants enrolled	Attendance records
Peer mentoring (incl. multi-generational) and life coaching	51/72 = 70% of participants that engage in mentoring services for at least 12 months 7/7 = 100% of mentors with five or less mentees	

LEADERSHIP DEVELOPMENT		
Impact Measures		Measurement/ Assessment Tool(s)
7/7 = 100% of mentors who report an increase in self-esteem/improved self-image		Interpersonal assessment
Activities & Services:	Activity-specific Performance Measures:	Measurement/ Assessment Tool(s)
Leadership Development of participants into mentors	3/72 = 4% of participants become mentors (goal is 2-3 per cycle)	Interpersonal assessment
	10/10 = 100% of mentors who report high satisfaction the mentor training program	Attendance records

**SUPPORTING MENTAL HEALTH AND INCREASED LIFE-SKILLS: Participants will access needed mental health services and increase conflict mediation, critical thinking and anger management skills.**

Impact Measures		Measurement/ Assessment Tool(s)
51/72 = 70% of participants who report a decrease in participation in dangerous/ risky activities		Interpersonal skills assessment
51/72 = 70% of participants who report an improved ability to solve problems as they arise		
49/72 = 68% of participants who report a greater positive life outlook or increased sense of life purpose		
14/72 = 20% of participants who indicate having damaged relationships that demonstrate efforts to repair relationships (i.e. with family, community, peers, etc.)		Intake form, interpersonal skills assessment, attendance records
33/72 = 46% of participants who report an improvement in positive self-image		Interpersonal skills assessment
33/72 = 46% of participants who increase their knowledge/skills during the workshops		
2/2 = 100% of participants who present with mental health issues who are able to manage their mental health challenges		Assessment, information from case manager
Activities & Services:	Activity-specific Performance Measures:	Measurement/ Assessment Tool(s)
Individual needs/strength/asset based assessments	63/ 72 = 88% of participants who receive needs/strength/asset-based assessment within one month of enrollment.	Intake and assessment forms
	63/63 = 100% of participants who present with support service needs (i.e. housing, food, clothing, etc.) who contact or access services within one month of receiving referrals.	
Referrals to partner agencies for mental health services	2/2 = 100% of participants who present with mental health issues* who are referred to mental health services	
	0/2 = 0% of participants who are referred to mental health services who access services within one month.	

Life skills workshops. Topics include trauma informed healing, emotional control, conflict resolution, critical thinking, and advocacy	33/63 = 52% of enrolled participants who attend each workshop	Attendance records
	30/30 = 100% of participants who do not attend workshops who receive a follow-up contact with their mentor within 36 hours.	Attendance records, staff file notes
	33/63 = 52% of participants who report high satisfaction with the workshops	Post-session verbal assessment

\*Defined as diagnosable disorders – found that many participants did not want to be assessed for mental health issues and therefore refused assessments.

<b>EMPLOYMENT: Through an increase in their skills and knowledge, participants will gain employment and improve employment retention.</b>		
<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
16/65 = 25% of participants who are unemployed who gain any employment during the grant period		Intake and assessment, staff case notes, confirmation from service provider
8/8 = 100% of employed participants who maintain employment for the duration of the grant period		Service provider confirmation, staff case notes
10/65 = 15% of participants who found employment and maintained employment for the duration of the grant period		
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
Referrals to employment partners	61/65 = 93% of participants who present with employment needs who are referred to an employment partner	Intake assessment, staff case notes, service provider confirmation
	32/61 = 52% of participants referred to an employment partner who access those services	Service provider confirmation, staff case notes

**BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Provide benefits screening and enrollment support to all participants, if applicable	5/ ? = ? % of under or uninsured direct service participants enrolled in health insurance <i>(We do not know how many were eligible, as some participants were not interested in being assessed.)</i>	Intake and assessment, service provider (health navigator) confirmation.

**PLANTING JUSTICE/PATHWAYS 2 RESILIENCE**

**Participants gain renewed sense of self-efficacy, agency, meaning, purpose, responsibility**

Impact Measures		Measurement/ Assessment Tool(s)
149/158 = 94% of Planting Justice Gardening course participants who report an increase in job readiness skills.		In-class surveys
152/158 = 96% of Planting Justice Gardening course participants who feel more empowered to make healthy life choices upon return to the community.		
144/158 = 91% of Planting Justice Gardening course participants who report higher confidence in designing edible landscapes.		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
“Inside” Education Component: Inmates learn to plan, construct, plant, fertilize, tend, and harvest permaculture vegetables.	158/158 = 100% of participants who attend at least 75% of the Planting Justice Gardening course classes at San Quentin.	Attendance and sign in sheets
Provide ethical social permaculture instruction as part of the “outside” permaculture education curriculum.	21/29 = 72% of participants who attend at least 75% of Green Life Healing Circles.	
Capstone Project- Before graduating, participants work together to renew an area of blighted land in Alameda County to restore it to health.	21/29 = 72% of participants who complete the Capstone project.	Attendance and sign in sheets

Participants benefit from increased connection to community based support services that reduce barriers to successful reentry		
Impact Measures		Measurement/ Assessment Tool(s)
12/29 = 41% of clients actively engaged in addressing needs through referred services/organizations		Pre- and Post-evaluation tool
22/29 = 76% of clients who report an increased confidence in achieving over 50% of the goals outlined in their individualized reentry plan		
22/29 = 76% of clients report increased self-efficacy in achieving a majority of their goals outlined in their individualized reentry plans		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Individualized Case Management for “outside” participants released to Alameda County who enroll in our program	29/29 = 100% of program enrollment at capacity	Weekly contact by CM with participants during program, monthly for alumni
	29/29 = 100% of participants who develop an individualized reentry plan within 8 weeks of the start of the program	Co-create and provided copy of reentry plan
	29/29 = 100% of participants that report that they feel connected with the case manager they are matched with	Pre- and post-evaluation
Referrals to partners	12/29 = 41% of participants who present with support service needs (i.e. housing, mental health, etc.) who contact or access services within 4 weeks of receiving referrals	We did not track this information for cohort 1 but did cohort 2 through the post evaluations. Due to inconsistent answers in our evaluation the data is not complete

**Participants gain improved communication and life skills that leads to deeper and healthier relationships with family, employers and community at large**

Impact Measures		Measurement/ Assessment Tool(s)
22/22 = 100% of participants who report an improvement in communication		Post-evaluation tool
22/22 = 100% of clients who indicate having damaged relationships feel more capable to repair relationships (i.e. with family, community, peers, etc.)		
20/22 = 100% of participants who report a willingness to take on leadership roles in their lives		
22/22 = 100% of participant who report higher confidence in overcoming challenges (i.e. resiliency)		
22/22 = 100% of participants who report an improved ability to solve problems as they arise		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Circle work- group therapeutic practice and peer support	21/29 = 72% of participants who attend at least 50% of the healing circle sessions	Attendance and sign-in sheets

**BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Provide benefits screening and enrollment support to all participants, if applicable	7/16 = 44% of under or uninsured direct service participants enrolled in health insurance	Referrals to Public Health Pre- and Post-evaluation tool
	5/29 = 17% of direct service participants enrolled in Cal-Fresh/SNAP	

Participants will gain training, skills, connections and expertise that improves their employability		
Impact Measures		Measurement/ Assessment Tool(s)
29/29 = 100% of participants who report an increased skill set they feel is valuable for finding and maintaining employment.		Pre and Post evaluation tool
29/29 = 100% of participants who demonstrate an increase in ecological literacy		
29/29 = 100% of participants who report increased ability/capability to positively contribute to their communities.		
11/16 = 69% of participants who are unemployed who gain <i>any</i> employment during the grant period		
5/6 = 83% of employed participants who maintain employment for the duration of the grant period		
22/22 = 100% of clients who report an increased confidence in pursuing employment opportunities		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Job Readiness training, part of the 6-8 module curriculum, 2-3 hours each per module at HUB	21/29 = 72% of participants who attend at least 75% of social entrepreneurship course hours	Attendance and sign in forms
	21/29 = 72% of participants who develop updated resumes	
Job skills training , part of the Permaculture Design Course, 72 hour curriculum with Earthseed at Merritt College	21/29 = 72% of participants who attend at least 75% of permaculture course hours	Attendance and sign in forms
Complete Permaculture design certification at Merritt College	21/29 = 72% of clients who become certified permaculture designers	

## PUEBLO (PEOPLE UNITED FOR A BETTER LIFE IN OAKLAND)

REDUCTION OF RECIDIVISM		
Impact Measures		Measurement/ Assessment Tool(s)
5/11 = 45% of clients who report an increased confidence in achieving over 50% of the goals outlined in their transition plan.		End of Program Survey
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Case manager will conduct risk and needs assessments (post-release)	32/32 = 100% of clients who receive risk and needs assessment within first 30 days of contact	Enrollment Documents
Case manager will develop individualized transition plans (pre-release)	14/14 = 100% of clients enrolled while incarcerated who leave prison with a transitional plan	Enrollment Documents
Legal Assistance	1/32 = 3% of clients enrolled have received legal services.	Case Notes

EDUCATION: Participants will gain an educational background enabling them to obtain and continue with productive employment		
Impact Measures		Measurement/ Assessment Tool(s)
2/2 = 100% of clients connected to education who complete or remain in an educational program until the end of the grant period		Case Notes
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Case Manager will refer participants to GED instruction and/or educational placement opportunities for all participants needing educational support.	2/15 = 13% of clients presenting with education needs who access educational program within 6 weeks of their risk/needs assessment	Case Notes

<b>EMPLOYMENT: Participants will develop skills and leadership opportunities enabling them to obtain and continue with productive employment</b>		
<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
7/32 = 22% of participants who are unemployed who gain any employment during the grant period		Case Notes
6/7 = 85% of employed participants who maintain employment for the duration of the grant period		Case Notes
7/32 = 22% of clients who found employment and maintained employment for the duration of the grant period		Case Notes
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
Case Manager and the Oakland Private Industry Council will provide job readiness and soft-skill workshops; and education support for 25 participants	0/32 = 0% of clients who present with employment needs who access life skills workshops within 6 weeks of their transition plan (if incarcerated) or their risk/needs assessment (if already released)	Case Notes
Case Manager will place 25 participants in jobs which are appropriate to their skills and interests through both existing networks and ongoing research, and support their success through communication with employers	15/32 = 47% of clients who present with employment needs who access employment or job training within 6 weeks of their transition plan (if incarcerated) or their risk/needs assessment (if already released)	Case Notes

<b>BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.</b>		
<b>Activities &amp; Services:</b>	<b>Activity-specific Performance Measures:</b>	<b>Measurement/ Assessment Tool(s)</b>
Provide benefits screening and enrollment support to all participants, if applicable	15/32 = 47% of under or uninsured direct service participants enrolled in health insurance	Client Files
	0/32 = 0% of direct service participants enrolled in Cal-Fresh/SNAP	Client Files

<b>POSITIVE SOCIAL SUPPORTS/FAMILY REUNIFICATION: Participants will repair harm caused by their actions through a facilitated process, and rebuild healthy relationships with their community.</b>		
<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
14/32 = 44% of participant who report higher confidence in overcoming challenges (i.e. resiliency)		End of Program Survey
14/32 = 44% of clients who report a greater positive life outlook or increased sense of life purpose		End of Program Survey
10/32 = 31% of clients who indicate having damaged relationships that demonstrate efforts to repair relationships (i.e. with family, community, peers, etc.)		End of Program Survey
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
CWW will carry out restorative justice circles with 25 participants, their families, and the victims of their crimes	16/32 = 50% of clients who attend restorative justice circles	Restorative Justice Sign-in Sheets
Case Manager will recruit formerly incarcerated individuals to serve as mentors, and provide training to mentors	13/13 = 100% have been recruited	Mentor Training Sign-in Sheets
	3/32 = 9% of clients connected with a mentor who they are compatible with	Mentor Logs/Case Notes
Mentors will establish a personal relationship with 25 participants and meet with them on a weekly basis to share experiences and offer guidance	0/32 = 0% of clients who have weekly contact with their mentor	Case Notes

<b>HEALTH: Participants will access needed substance abuse and mental health services.</b>		
<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
1/1 = 100% of clients connected to substance abuse programs who have not abused substances at the end of the grant period.		Case Notes
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
Referrals to substance abuse service providers OPTIONS substance abuse program	1/3 = 33% of clients with substance abuse issues who access services within 4 weeks.	Case Notes

**UCSF (UNIVERSITY OF CALIFORNIA, SAN FRANCISCO)**

DOULA TRAINING: The Birth Justice Project will recruit, enroll, support and train 8 previously incarcerated women to become birth doulas.		
Impact Measures		Measurement/ Assessment Tool(s)
Women's Empowerment	8/8 = 100% of participants who report an increase in positive personal decision making	Focus groups, Individual Interviews and Anonymous Surveys
	6/8 = 75% of participants who report an increase in ability to provide doula care to other women	Focus groups, Individual Interviews and Doula Birth Tracking Log
	6/8 = 75% of participants who report an improvement in positive self-image	Focus groups, Individual Interviews and Anonymous Surveys
	8/8 = 100% of participants who report a greater positive life outlook or increased sense of life purpose	Focus groups and Individual Interviews
Skills Building	8/8 = 100% of trainees who report increase in knowledge about birth process and doula skill set	Focus groups, Individual Interviews and Anonymous Surveys
	7/8 = 100% of trainees who report confidence in skills as doula	
Employment/ Education Opportunities	6/8 = 75% of certified doulas with goals for employment and or education	Focus groups, Individual Interviews and Anonymous Surveys
	8/8 = 100% of certified doulas who report an increase in opportunities as a result of being a doula	
	5/8 = 63% of certified doulas who become active doulas	

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Implement training module with 8 formerly incarcerated women in a didactic setting	8/8 = 100% trainees who complete 24-hours of birth doula training	Focus groups, Individual Interviews and Anonymous Surveys
	6/8 = 75% of trainees who complete 12 hours of post-partum training ( <u>Note</u> : those who missed in-class trainings had make up sessions with individual doula mentors.)	Focus groups, Individual Interviews and Anonymous Surveys
Provide hands-on instruction to 8 formerly incarcerated women including attending 5 live births	5/8 = 63% of trainees who attend 5 births	Focus groups, Individual Interviews and Anonymous Surveys
	8/8 = 100% of certified doulas who participate in business planning	Sharing Circle
Certify the new birth doulas	8/8 = 100% of women who achieve certification before project end	Doula Birth Tracking Log and Individual Interviews
Provide career development and support by tracking the cohort's progress including births attended, visits made and private clients served.	8/8 = 100% of trainees satisfied with doula training program	Focus groups, Individual Interviews and Anonymous Surveys
	6/8 = 75% of trainees who felt supported by their mentor doula(s)	Focus groups, Individual Interviews and Anonymous Surveys

**BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Benefit Screening provider will evaluate participants' eligibility for benefits and help them complete application processes	0/8 = 0% of under or uninsured direct service participants enrolled in health insurance	Not reported
	0/8 = 0% of direct service participants enrolled in Cal-Fresh/SNAP	

<b>DOULA SERVICES: The Birth Justice Project will provide direct doula care for currently pregnant inmates</b>		
<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
116/116 = 100% of participants who report positive birth/group experiences (empowerment)		In-person classes at Santa Rita (We've only had three pregnant clients and no births)
80/116 = 69% of participants who report an increase in motivation to bond with children		In-person classes at Santa Rita
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
Identify currently pregnant women in Alameda County Jails and offer those women labor support	3/3 = 100% of pregnant inmates who request doula services who receive services	In-person classes at Santa Rita
Provide Prenatal and postpartum doula services to 8-10 incarcerated women in Alameda County Jails	3/3 = 100% of incarcerated doula service recipients who get maximum number of eligible visits before delivery	Not reported
	3/3 = 100% doula services recipients satisfied with doula services	
	0/3 = 0% of women who report breast feeding at least 1 to 3 months postpartum	N/A - We've only had three pregnant clients and no births
	0/3 = 0% of women who report breastfeeding > 3 months postpartum	

<b>HEALTH CLASSES: The Birth Justice Project will provide health education classes for currently incarcerated women</b>		
<b>Impact Measures</b>		<b>Measurement/ Assessment Tool(s)</b>
116/116 = 100% of participants who report an increase in an increase in positive decision making and feeling empowered to manage own health		In-person classes at Santa Rita
<b>Activities &amp; Services</b>	<b>Activity-specific Performance Measures</b>	<b>Measurement/ Assessment Tool(s)</b>
Tailor our current course catalog to currently incarcerated women in Alameda County	116/116 = 100% of participants reporting satisfaction with class content and instructors	Not reported
	116/116 = 100% of attendees who report willingness to participate in conversation in classes	
Provide weekly health education classes at Santa Rita jail	116/116 = 100% of incarcerated attendees who attend one of the courses in the series	
	35/116 = 30% of incarcerated attendees who attend subsequent courses in the series	
	35/116 = 30% of repeat attendees	
	10/10 = 100% of requested course topics that are taught	

## YOUTH UPRISING & EAST BAY COMMUNITY LAW CENTER

Reduce Adult Recidivism		
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Employing the co-case management model, YU Case Managers (CM) initiates the development of Individual Service Plans with participants in collaboration with Deputy Probation Officers (DPO)  DPO will equip all participants and CM with a copy of their terms & conditions of probation	44/50 = 88% of participants who follow the terms of probation	Case Management Communication with P.O./ Data Entry
	47/50 = 94% of service plans completed within the first 30 days	Case Notes/ Database Entry
	156/209 = 74% of goals identified on individual service plans that are completed during the grant period	Case Notes/ Database Entry
	21/50 = 42% of initial collaboration meetings attended between Probation Officer, Case Management and client	Case Notes/ Database Entry
Weekly Case management contacts. Average of 2hrs/ week	35/50 = 70% of participants who have first case management contact within 3 days of referral	Case Notes/ Database Entry
Linkage to resources to meet unmet basic needs (housing, food, clothing)	32/32 = 100% of participants who present with food needs who contact food services or options within 1 month of identified need	Case Notes/ Database Entry
	20/20 = 100% of participants who present with clothing needs who contact clothing services or options within 1 month of identified need	Case Notes/ Database Entry
	13/13 = 100% of participants who present with housing needs who contact housing services or options within 1 month of identified need	Case Notes/ Database Entry

**RE-ENGAGE PARTICIPANTS IN EDUCATIONAL AND EMPLOYMENT ACTIVITIES**

Impact Measures		Measurement/ Assessment Tool(s)
16/52 = 32% of participants who are unemployed who gain any employment during the grant period		Case Notes/Referrals/YU Programming/ Database Entry
18/34 = 53% of participants linked to education who remain enrolled and/or graduate/obtain work-related certificate		Case Notes/ Database Entry
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Educational and Career Assessment completed within 30 days of program intake	25/31 = 80% educational barriers removed of those identified	One on one services/Referrals/Case Notes/ Database Entry
Case manager assistance with educational enrollment	18/18 = 100% of participants who present with educational needs who are linked to education	One on one services/Referrals/Case Notes/ Database Entry
Individual and Group Support with work readiness, employment attainment/retention	34/50 = 68% of participants with a resume	One on one services/Case Notes/ Database Entry
	34/50 = 68% of participants who complete leadership trainings	YU Programming
Assistance in obtaining employability and educational documents (ID, SS Card, etc.)	26/50 = 52% of participants who present with employment needs who are linked to employment services	One on one services/Referrals /Case Notes/ Database Entry

**BENEFITS ENROLLMENT: All participants receive a benefits screening and are enrolled/begin the enrollment process in all public assistance programs for which they are eligible.**

Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Provide benefits screening and enrollment support to all participants, if applicable	21/50 = 42% of direct service participants enrolled in Cal-Fresh/SNAP	One on one services/Referrals /Case Notes/ Database Entry

Increase health care access and utilization		
Impact Measures		Measurement/ Assessment Tool(s)
34/50 = 68% of participants with health insurance coverage		One on one services/Referrals/Case Notes/ Database Entry
3/3 = 100% of participants receiving mental health treatment at YU who display increased stability/engagement in school, work, program		Case Conference/ YU Mental Health support
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Provide therapy services through YU TAY Wellness team/refer outside as needed	3/3 = 100% of participants linked to mental health services who access/engage the service	Case Conference/ YU Mental Health support

Ameliorating legal barriers to community re-engagement		
Impact Measures		Measurement/ Assessment Tool(s)
7/7 = 100% of participants eligible for expungement who successfully have their records expunged or are progressing towards expungement		Case Conference/EBCLC partnership & referral
Activities & Services	Activity-specific Performance Measures	Measurement/ Assessment Tool(s)
Legal assessment for expungement related activities completed within 60 days of intake.	30/50 = 60% of participants assessed for expungement services	Case Conference/EBCLC partnership & referral
Counseling/advising for petitioning in criminal courts for available remedies or around rights under state/federal consumer protection laws. Assist with CA DMV or traffic court issues from criminal records.	7/7 = 100% of participants eligible for expungement who receive expungement services	

## XII. TRANSITION/DAY REPORTING CENTER (TDRC)



The Alameda County Probation Department, in partnership with Leaders in Community Alternatives, Inc. (LCA), a leading provider of criminal justice services, launched the Transition Day Reporting Center (TDRC) on March 23, 2015.

The TDRC is a comprehensive program with coordinated wrap-around support services that serve the comprehensive needs of clients under Alameda County probation supervision. The TDRC aligns law enforcement and support services into an approach that is focused on accountability, responsibility and opportunities for long-term change.

**Temporary Location:** Alameda County Probation Department, 400 Broadway, 2<sup>nd</sup> Floor, Oakland, CA 94607

### **Hours of Operation:**

Client Hours: Monday, Wednesday, Friday: 8:30AM – 5:00PM  
Tuesday, Thursday: 8:30AM – 8:00PM

**Staff:**

- Program Director
- Three Case Managers
- Clinical Supervisor
- Administrative/Intake Specialist
- Program Monitors/Security

**Eligibility/Requirements:**

- ❖ Medium & High Risk/High Need
- ❖ Regular Reporting (4 days per week)
- ❖ At least six months remaining on supervision
- ❖ Non-Proposition 47 eligible
- ❖ Able to participate in groups

**STATUS UPDATE (as of November 30, 2015):**

**CURRENT ONSITE PROGRAMMING AND SERVICES**

The TDRC provides onsite, probation supervision of clients, as well as a range of evidence-based services. As of November 30, 2015, TDRC generated 89 referrals to partner services:

	ENROLLED	COMPLETED	IN-PROGRESS
CBT Workshops (Cohorts/Individualized)	87	46	30
Parenting	33	4	21
Cultural Mentoring	21	0	5
Barrier Identification and Removal	20	15	4
5 Keys Charter School	34	1	25
Employment partner orientations	16	16	0
Housing partner interviews	27	27	0
Benefits assessments and enrollments	11	11	0

## **OUTCOME: 100% OF INDIVIDUALS REFERRED CONNECTED TO THE PARTNER AGENCY!**

**SANTA RITA CONNECTION** – As of 11/30/15, TDRC received 28 referrals for clients, pre-release. Transportation was provided to five clients upon release during October and November, 2015.

### **TRANSPORTATION**

- TDRC provides shuttle service from Santa Rita Jail to Oakland or Hayward on clients' discharge dates.
- TDRC issues Clipper cards to clients who have transportation barriers.
- TDRC provides round trip transportation between the Probation offices in Hayward and Oakland.
- TDRC transports clients to referred partner sites when generating referrals.
- TDRC provides home to program shuttle service for clients who are unable to utilize the public transit system.

**INCENTIVES** – TDRC offers a very robust incentive program to promote engagement. Clients earn points for each workshop and activity completed.

**FOOD SERVICE** – Free gourmet meals provided daily by St Vincent De Paul.

### **LCA SUPPORT SERVICES**

- Robust data system
- Reporting to DPOs within 24-hours of no-shows
- Weekly DPO attendance reports
- Monthly outcome reports
- Ongoing communication verbally and in writing with the DPO
- Removal of barriers (CDL, SS card, etc.)

### **XIII. PRETRIAL SERVICES & EARLY INTERVENTION COURT**

(Status Update, as of December 31, 2015)

Progress on pretrial services expansion and the establishment of an Early Intervention Court is provided below; specifically, the following accomplishments have been realized through collaborative efforts of the Court, the District Attorney's Office, the Public Defender's Office, and the Probation Department:

- 1) In early 2015, the Superior Court was awarded a \$598,000 grant from the Judicial Council of California under the Recidivism Reduction Fund (RRF) to expand and improve its Pretrial Services (PTS) Unit and to implement an evidence-based risk assessment tool.
- 2) In May 2015, the Court hired a Project Manager under the RRF grant to coordinate the transition from the legacy interview guide used by the Court's PTS Unit to an evidence-based risk assessment tool: the Ohio Risk Assessment System (ORAS). The Project Manager developed a detailed interview guide, coding instructions, worked with bench officers to identify and address areas of concern, added data elements to the PTS report as needed, and coordinated meetings with criminal justice partners to support the implementation of an Early Intervention Court (EIC) program.
- 3) The Court brought in technical assistance from the Judicial Council of California (JCC) and the National Center for State Courts (NCSC) to lead a series of on-site informational workshops for judicial officers and criminal justice partners between May and July. In early May, the Honorable Richard Couzens, retired, gave a presentation to about a dozen Criminal Judges on the state of research regarding Pretrial Services. In June and July, a national expert in Pretrial Services from the NCSC met with Court administrators, representatives from the District Attorney, Public Defender and Probation and gave presentations to the PTS staff and interns as detailed below. Additionally, several work group sessions were conducted with PTS staff for the implementation of the new pretrial interview protocol. The following meetings were held:
  - a. Meeting with NCSC and WWM Courthouse Judges (June 2015): NCSC consultant gave a presentation to several judges regarding the history and purpose of Pretrial Services, assessing risk, the ORAS-PAT, and the revised pretrial report. The presentation concluded with questions and feedback from the judges.
  - b. Meeting with NCSC and Pretrial Services Stakeholders (June and July 2015): A presentation very similar to the one made for the judges was conducted for prosecutors, public defenders, and probation representatives. The presentation concluded with questions and feedback from meeting participants. Participants

discussed the use of the ORAS-PAT, the interview report, and the need for pretrial supervision to accompany any recommendations for release.

- c. Meeting with NCSC and South County Judicial Officers and Justice System Partners (July 2015): A presentation was conducted for judges, prosecutors, and public defenders regarding the new PTS protocols for administering the ORAS-PAT. The presentation included similar material to previous meetings but moved on to explore options for expanding pretrial services and preliminary discussion regarding pretrial supervision.
  - d. Training for Criminal Justice Partners (August 2015): The Court sent representatives from the Alameda County Sheriff's Office, District Attorney and Public Defender's Offices to the National Association of Pretrial Services Agencies 43rd Annual Conference and Training Institute August 16<sup>th</sup> to 19<sup>th</sup> in Indianapolis, IN.
- 4) The Court's Project Manager organized three site visits to observe and learn about PTS in other jurisdictions. In collaboration with the District Attorney, Public Defender and Probation, the Court conducted three site visits: two local site visits to observe the implementation of evidence based practices in Pretrial Services in Santa Cruz and Santa Clara Counties (June 2015); and a third site visit to Louisville, Kentucky (July 2015) where PTS operates on a statewide basis. These sites have been identified nationally for providing a comprehensive pretrial services assessment and supervision program model to all eligible defendants.
  - 5) Based on the trainings and site-visits conducted to other jurisdictions and in collaboration with representatives from the District Attorney's and Public Defender's Offices, and the Probation Department, the Court developed eligibility criteria for administering ORAS- PAT, recommendations for conditions of supervision for defendants who are released on pretrial supervision, and hired two PTS case managers to support the increase in the number of risk assessments and future expansion of services to include supervised pretrial release. The Court is coordinating with Probation to develop a RFP for the implementation of supervised pretrial release program for realigned populations.
  - 6) Expanded the process for administering the ORAS-PAT to include the misdemeanor and felony arraignment court calendars. During an initial limited implementation phase, the ORAS was used on only those defendants for whom a pretrial services report had been requested. PTS staff began conducting a risk-assessment on all eligible in-custody offenders charged with a misdemeanor offense, as of in July, and felony offense, as of October 2015. As a result, PTS has nearly tripled the number of defendants for whom risk assessments are available simply by adopting the ORAS and streamlining operations. Since the implementation of the ORAS-PAT, PTS administered 1,056 assessments.

- 7) Continued work under the RRF grant includes ongoing research on the use of additional screeners and assessment to support the Early Intervention Court; the development of capacity for providing limited pretrial supervision, and a diversion program for low-level felony cases.