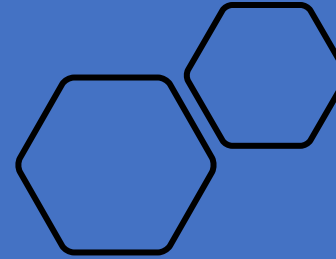


Implementation of the Youth Assessment Team (YAT)



# Going Back to Go Forward

*How Milwaukee Implemented its Youth Assessment Intake Team **without** Repeating Mistakes of the Past*

**Milwaukee  
County**

~

**Division of  
Youth & Family  
Services  
(DYFS)**

# Today's Presenters

McArthur  
LeFlore

**Youth Assessment Team  
Supervisor**



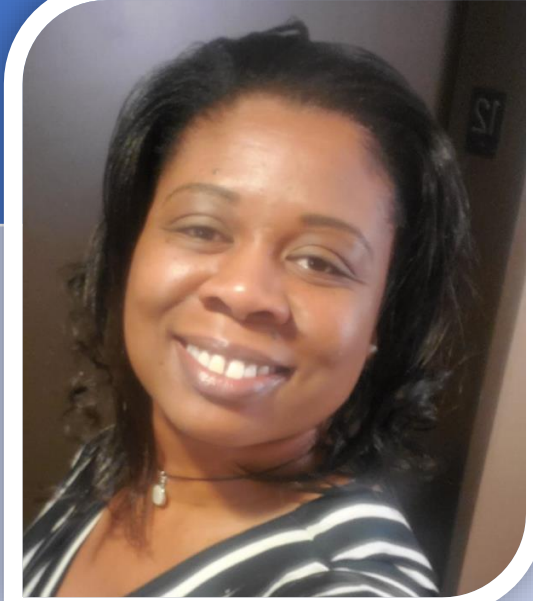
Melissa  
Graham

**Section Manager**



De Shell  
Parker

**Deputy  
Administrator**



[www.Menti.com](http://www.Menti.com)

A Web-based tool for Audience Interaction

**MentiMeter Code**  
**#84929242**

# Your Voice

What best describes the jurisdiction in your town?

- Urban
- Rural
- Something Else?

**I. An Overview of the DYFS**

**II. History of Milwaukee's Intake Team**

**III. Implementation of our Youth Assessment Team**

**IV. YAT Implementation Outcomes**

**V. The Division's Next Steps**

**Today's  
Agenda**

## **Importance of the Critical Implementation Components of:**

- **Assessing and Addressing Agency Readiness**
- **Engagement of Stakeholders**
- **Timed and Phased Roll-out Plan**
- **Data Collection**

# **Objectives**

**MentiMeter Code**  
**#84929242**

# Your Voice

**What assessments are used in your jurisdiction to assess youth?**

- Youth Assessment Screening Instrument (YASI)
- Compass
- Youth Level Of Service (YSL)
- Something Else?

# **An Overview of Milwaukee's**

**Division of Youth & Family Services**

# An Overview of the DYFS

State of Wisconsin  
Department of  
Children & Families

Milwaukee County  
Department of  
Health & Human Services

Division of  
Youth & Family  
Services  
(DYFS)

Diversion

- Credible Messengers Program

Intake & Ongoing Case  
Work  
*66 Human Service Workers*

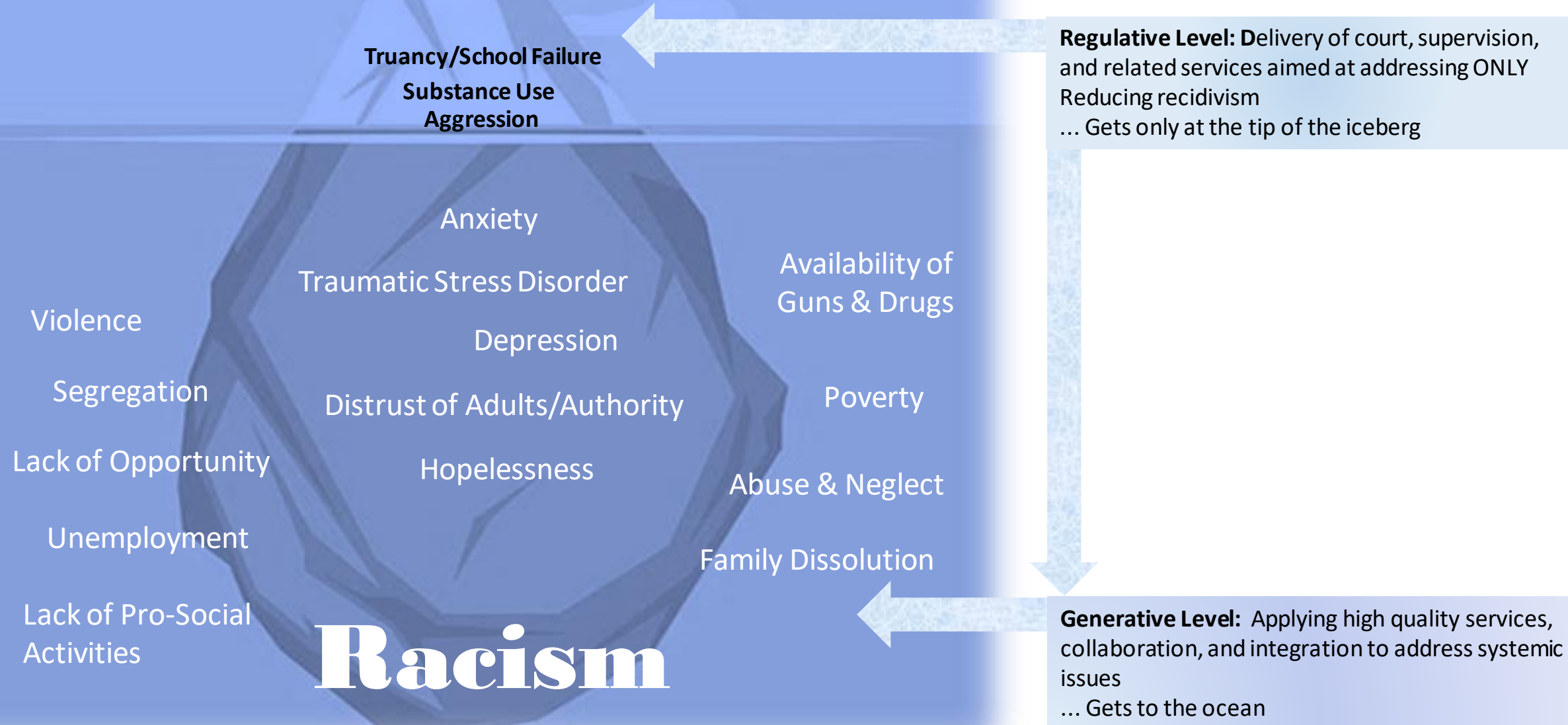
- Intake Team(s)
- Ongoing Team(s)
- Specialty Teams:
  - Residential Care Program, *Bakari Center*
  - Secure Alternative to Corrections Program, *MCAP*
  - Release from State Corrections *Aftercare* Program

Detention Center  
*74 Youth Correctional  
Officers*

- Custody Intake
- Health Screening
- Police Collaboration
- Crisis Prevention



# The Paradigm Shift...



# **The History of Intake in Milwaukee**

# The Journey of Intake...

1993 Jeanine B. Lawsuit: Separated of Youth Justice & Child Welfare Duties

1994 *previous* Intake Team Developed

2012 Probation Department Paradigm *shift*

2012 *previous* Intake Team Dismantled

2012 Juvenile Detention Alternative Initiative *returned (previously entered in the 90's)*

2012-13 Youth Assessment Screening Instrument (YASI) Implemented

2013 Juvenile Justice Reform & Reinvestment Initiative (JJRRI) Initiated

2015 *current* Detention Risk Assessment Instrument (DRAI) Implemented

2016 Juvenile Program Management (JPM) Data System Launched

2017 **RFK** Probation System Review Initiated

2018 *current* Youth Assessment Team Created

**MentiMeter Code**  
**#73111887**

# Your Voice

**How do your jurisdictions currently operate?**

- Youth Justice and Child Welfare under ONE Umbrella
- Youth Justice Only
- Something Else?

# Implementation of Milwaukee's

**Youth Assessment Team**

**Phase I & II**

**MentiMeter Code**  
**#73111887**

# Your Voice

**How do your jurisdictions currently operate?**

- A Specialized Intake Team
- No Specialized Intake Team
- Something Else?

# Phase I

...

Initiated 2017 4<sup>th</sup> Quarter



# READINESS

## Probation Systems Review Process

- Additional Probation Systems **IMPLEMENTATION** Support

## YAT Purpose Established & Design Developed

## Collaboration with legal Stakeholders



# THE PURPOSE OF YAT

Consistent Comprehensive Recommendations

Recommendations w/in 30 Days of Police Referral

Increase Diversions for Low-Risk Youth

Decrease Ongoing HSW Caseload Size

# YAT DESIGN ELEMENTS for IMPLEMENTATION

Collaboration w/ Legal Stakeholders

Staff Selection/ Screening Criteria/ Training

Tools: Assessments, Forms, Policies & Procedures

Youth & Family Resources

Data System

# COLLABORATION

## □ Who are the Legal Stakeholders?

1. Public Defender's Office,
2. District Attorney's Office
3. Judiciary

## □ What do we need to say?

1. Share the "Why"
2. Educate! Educate! Educate!
3. Ongoing Communication Plan

## □ What was negotiated?

1. Referral Types
2. Time Frames
3. Information-Sharing



# STAFFING



## SELECTION

- Internal Human Service Workers Only
- Declaration of Interest
- Supervisory Approval
- Intake Writing Sample Submission
- 3 Person Interview Panel
- Observed an Intake Interview

## TRAINING

- Wisconsin State Statute 938 Refresher
- Motivational Interviewing Refreshers
- Trauma Informed Care Advanced Course
- Family Engagement
- Existing Services Network Overview
- Child Welfare Database Training
- Adolescent Brain Development

# TOOL SELECTION AND APPLICATION

## ASSESSMENT TOOLS

- YASI Pre-Screen
- Massachusetts Youth Screening Instrument (MAYSI-2)
- Trauma Screen (*based on the ACE's*)
- Commercial Sex Trafficking Risk Indicator (*State Tool*)
- Fetal Alcohol Syndrome Screen
- Child Welfare History Assessment

## ADDITIONAL FORMS

- Law Enforcement Referral Form
- Placement Form
- Academic History Summary
- Intake Checklist
- Intake Conference Assessment (ICA)

# SUPPORTIVE RESOURCES

- ❑ Mental Health Programs & Services, *i.e.* Wraparound Milwaukee
- ❑ Publicly Accessible Community Services, *e.g.* Restorative Justice Programs, Healthy Relationships, AODA, Support Groups, etc.
- ❑ Department's Children's Integration Initiative
- ❑ 2021 Credible Messenger Program Launch
- ❑ 2021 Alternative Response Initiative (ARI)



# Phase II

...

2019 2<sup>nd</sup> Quarter



# IMPLEMENTATION ELEMENTS

Procedure Revisions

Policy and Data Alignment

Visual Communication Needs

Roll-Out of New Procedures



# PROCEDURE REVISIONS

## Intake Conference Assessment

### (ICA) Form

- Formatting Updates
- Streamlined Information
- Provided Protocols for Screen Completions
- Provided Standard Screening Language
- Outlined Recommendation Area

### YAT Recommendation Protocol

- Offense
- YASI Outcomes
- MH Factors
- Referral History
- Internal Approval Process

### Child Welfare History Process

- Streamlined Information on Form to identify, e.g. *General and Placement History*
- Provided Child Welfare Database Instruction

# POLICY AND DATA ALIGNMENT

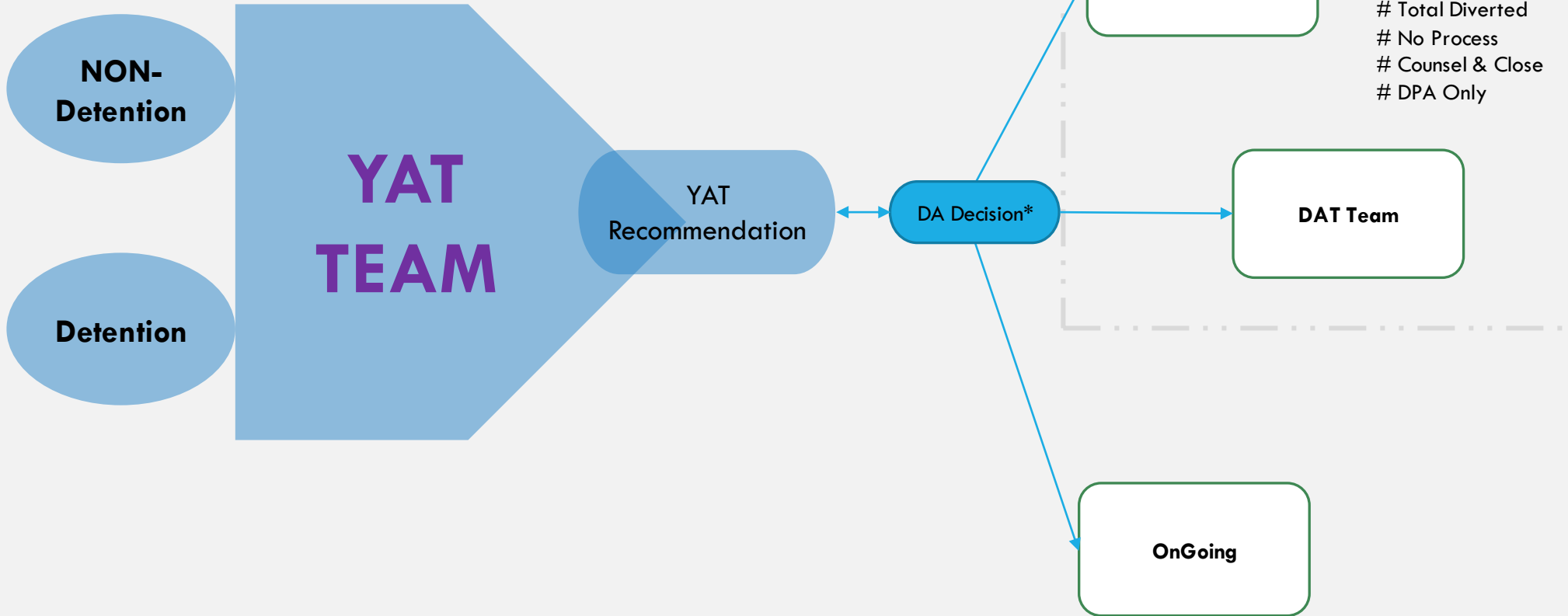
## Process Measures (Monthly)

1. Intakes Processed
  - Detentions (DT)
  - Non-Detentions (Order Ins)
2. Detention Intakes transferred to our Ongoing Team(s) within 6 Days of the receipt of Police Referral
3. Non-Detention Intakes submitted to the District Attorney's Office within 30 Days of the Receipt of Police Referral
4. HSW Caseload Sizes
5. Case Transferred
  - To OnGoing (Moderate & High Risk)
  - To Diversion Alternative Team (Low Risk)

## Youth Outcome Measures (Quarterly)

1. HSW Recommendation
2. District Attorney Decision
3. Prevalence of Trauma\*
4. Recidivism for Closures (*First Referral*)
5. Cases Deferred
6. Cases Closed

# YAT PROCESS FLOW



**Recidivism for Closures**  
Diverted FTO Only  
3 Months  
6 Months  
12 Months

# PHASE II ROLL OUT

Remember, we started Phase II 2019 2<sup>nd</sup> Quarter...

## **3<sup>rd</sup> Quarter 2019**

- YAT starts to pilot Forms
- Supervisor Presentation of Phase II
- Stakeholder Presentation of Phase II
- All Staff Presentation of Phase II

Only after all this do the changes become effective....

## **September 1<sup>st</sup> 2019**

- All Changes Become Effective

**MentiMeter Code**  
**#38098260**

# Your Voice

**What is the nature of Stakeholder relationships in your jurisdiction?**

- Collaborative
- Adversarial
- Something Else?

# Milwaukee's Youth Assessment Team

Outcomes

# POLICY AND DATA ALIGNMENT

## Process Measures

- 1. Total Referrals Processed**
- 2. Transferring *Processed Referrals***
  - District Attorney's Office: **30 Days**
  - HSW Ongoing Team(s): **6 Days**
- 3. Non-Detention Offenses**
- 4. Detention Offenses**

## Outcome (Impact) Measures

- 1. Alignment of the HSW Recommendation & Court Outcome**
- Diverted First-Time Referrals Only*
- 1. Court Disposition/Outcome in Court**
  - 2. Recidivism for Closures**

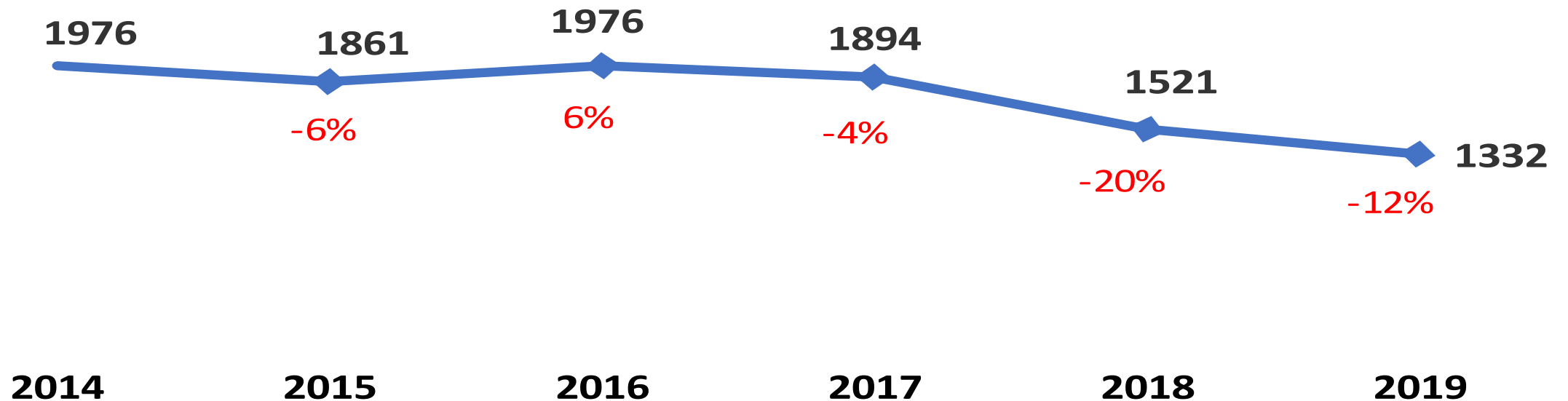
# PROCESS DATA

## Quantitative Data

Timeframe: 5/1/2019 to 4/30/2021



# DYFS Total Referrals



## Processed Referrals to District Attorney's Office

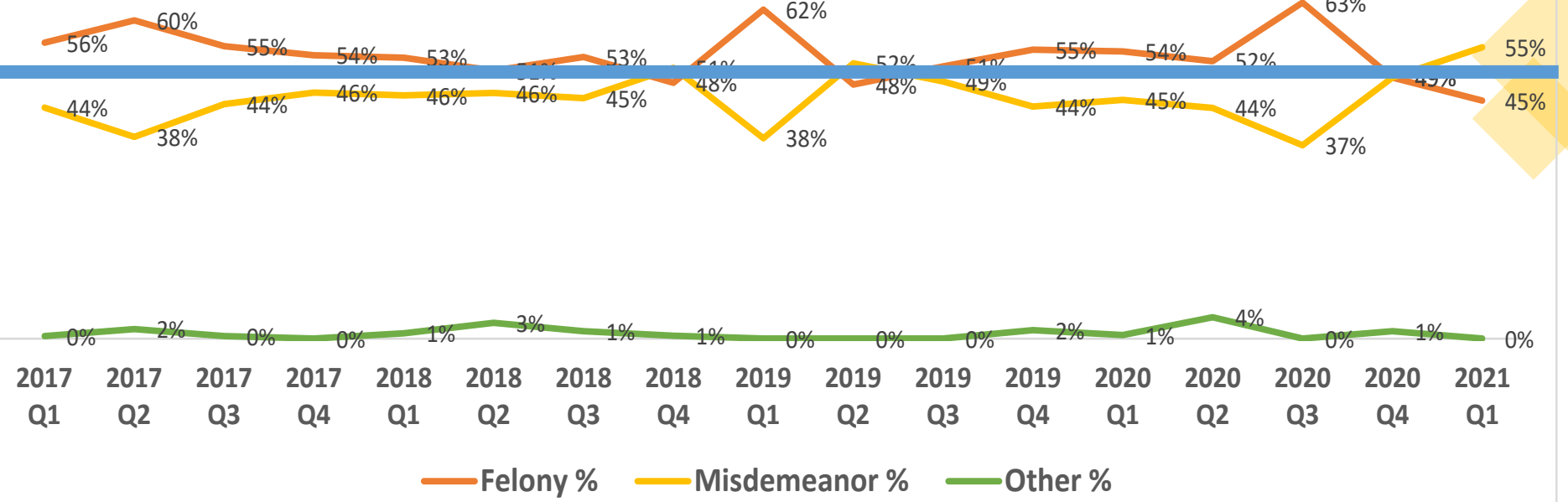
- 96% w/in 30 Days
- 4% Beyond 30 Days

## Processed Referrals to Ongoing HSW Teams

- 70% w/in 6 Days
- 30% beyond 6 Days

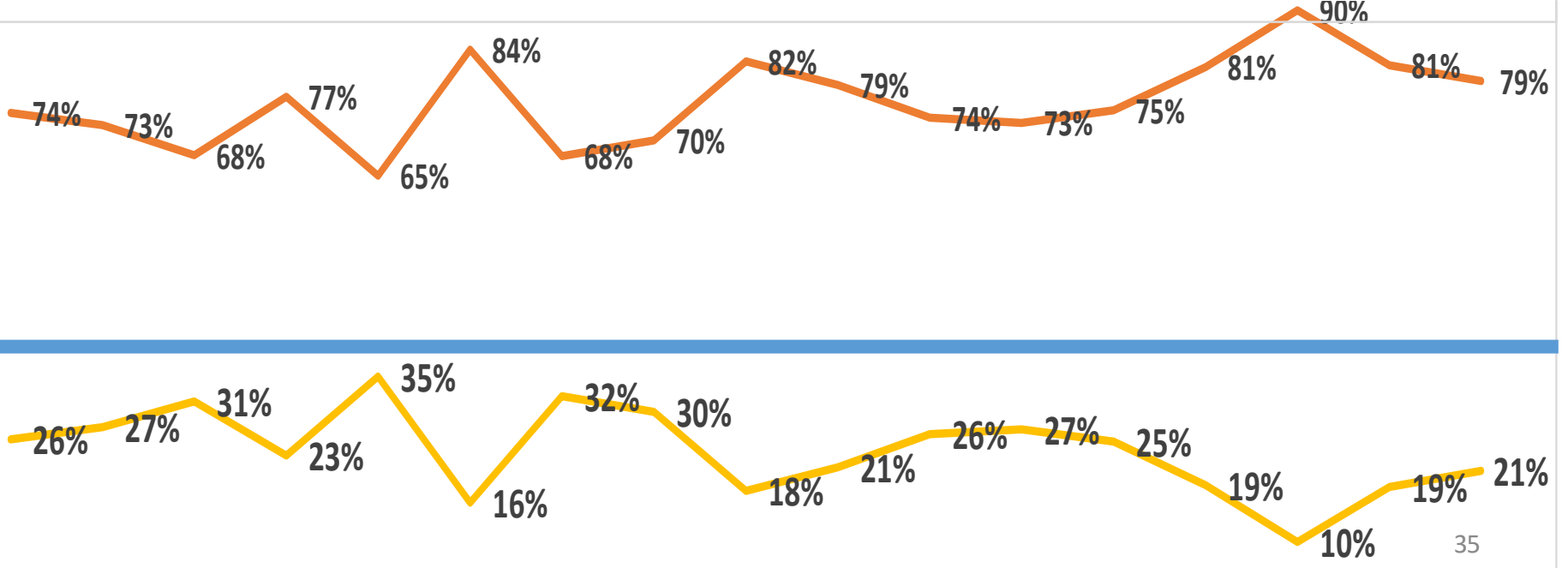
### Non-Detentions

- Felony vs
- Misdemeanor



### Detentions

- Felony vs
- Misdemeanor



**What are the most common**  
*Felonies and Misdemeanors*  
**seen in your jurisdiction?**

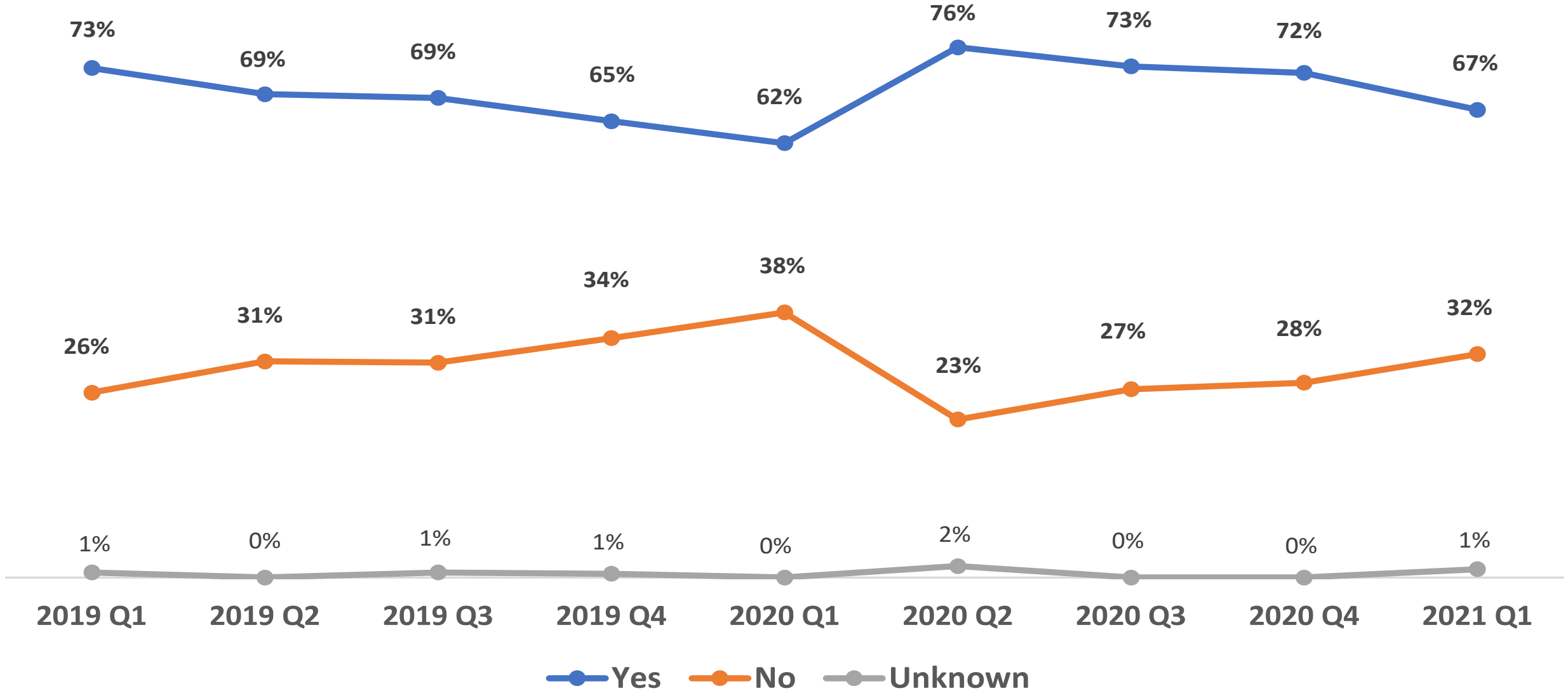


# IMPACT DATA

Qualitative Data Outcomes  
STAKEHOLDER RELATIONSHIPS

### IMPACT DATA: Alignment of the

- HSW Recommendation &
- Court Disposition



# IMPACT DATA

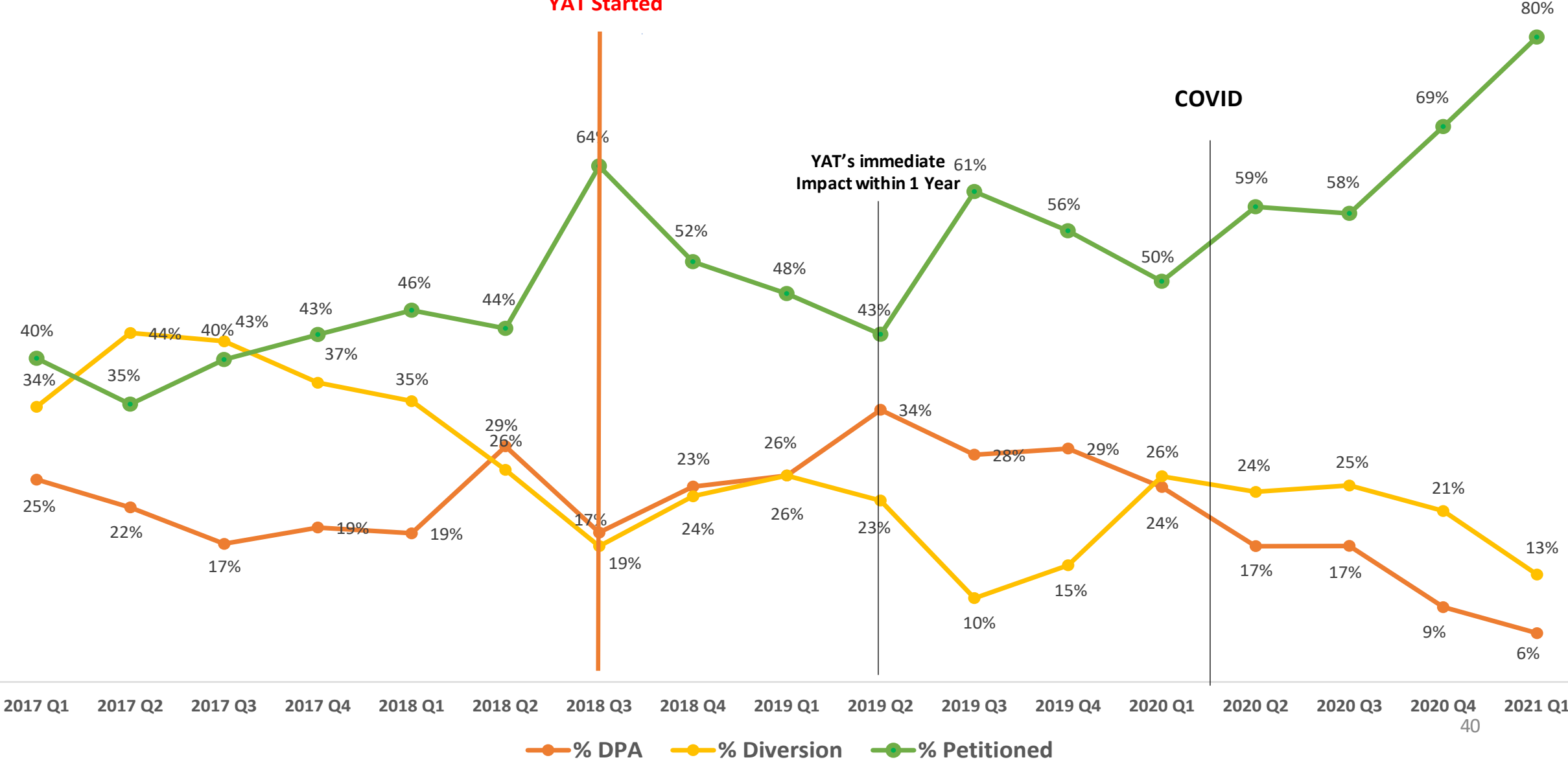
Qualitative Data Outcomes  
FIRST TIME REFERRALS ONLY

# IMPACT DATA: Outcome/Disposition of Charges

YAT Started

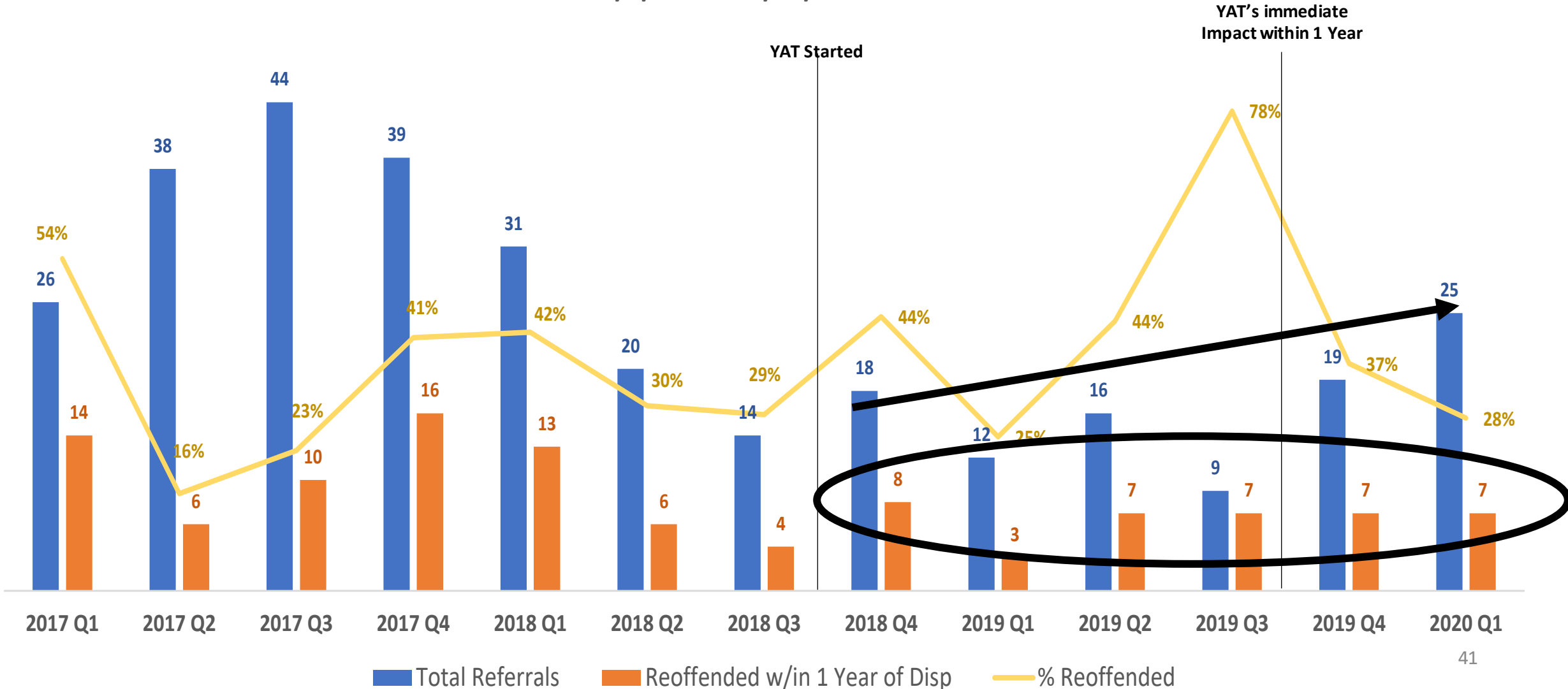
COVID

YAT's immediate  
Impact within 1 Year



# IMPACT DATA: Recidivism for Diversions

1/1/2017 to 3/31/20





**What are  
some  
examples of**

**IMPACT  
DATA**

**used  
in your  
jurisdiction?**





Determine Further Use For Data

Policy Revisions

- To Support Staff Development
- To Improve Case Practices

Scaling Up or Scaling Out

# Let's Talk...



WHAT WOULD  
**YOU SAY**



IS THE **MOST**  
**VALUABLE ASPECT**



OF THIS  
**IMPLEMENTATION**



THAT **ASSURES**  
**SUSTAINABILITY?**

*That's all Folks!*

# McArthur LeFlore

**Youth Assessment Team  
Supervisor**



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