

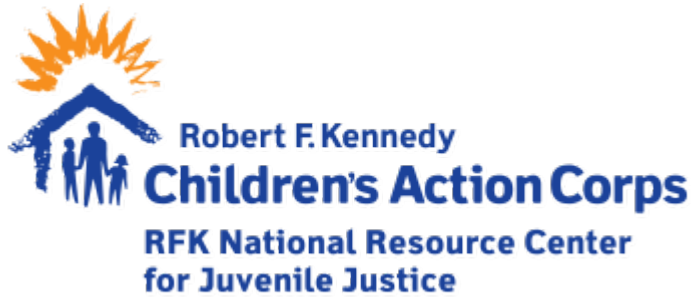
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Compliance Is Not Enough: Empowering Youth to Grow Out of Offending

April 26, 2021 | 2-3:30 p.m. ET

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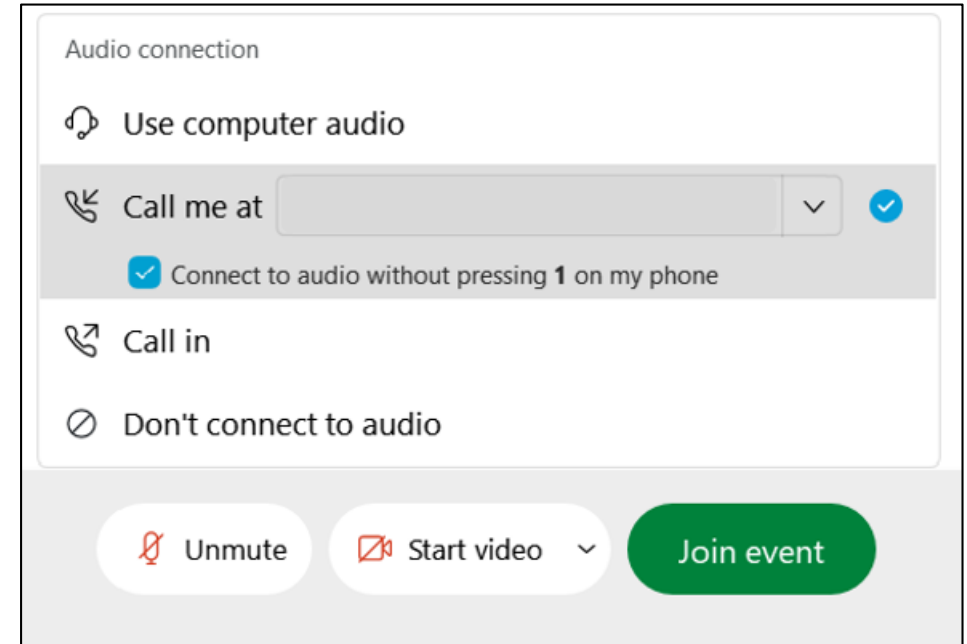


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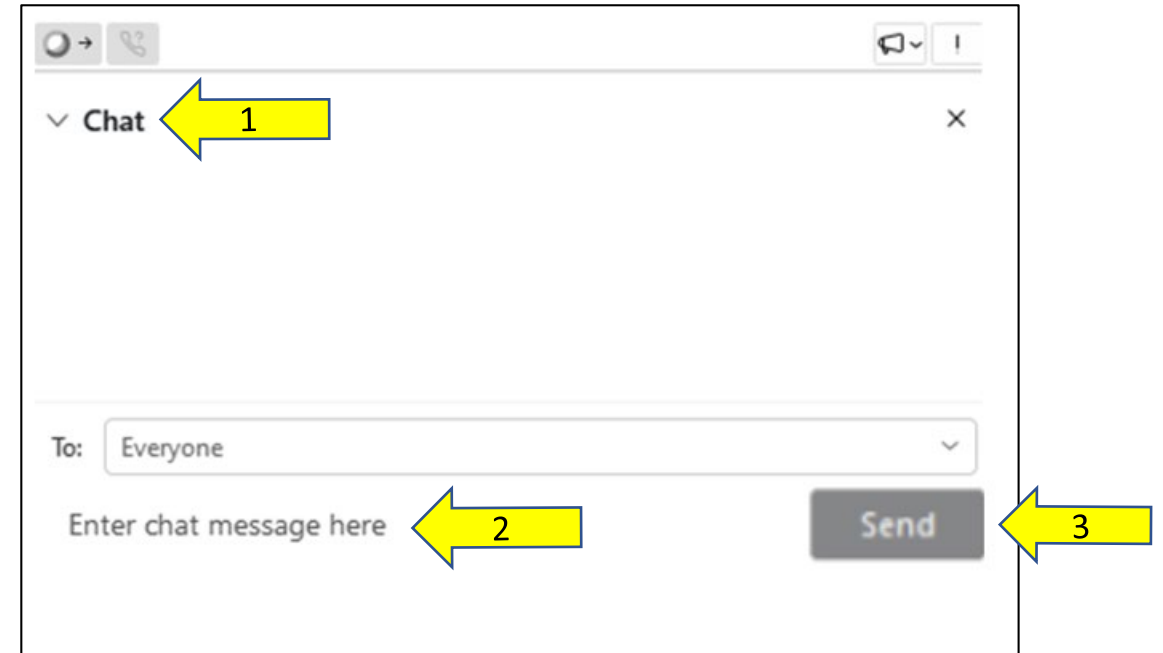
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Agenda

	<u>Opening Remarks</u> Aly Freedman, OJJDP's NTTAC
	<u>Moderator</u> John A. Tuell, RFK National Resource Center
	<u>Presenters</u> Jonathan I. Cloud, Youth Justice Consultant Robert Bermingham, Fairfax County Juvenile and Domestic Relations District Court Melissa Graham, Division of Youth and Family Services, DHHS
Q&A	<u>Question and Answer</u> Jonathan I. Cloud, Youth Justice Consultant Robert Bermingham, Fairfax County Juvenile and Domestic Relations District Court Melissa Graham, Division of Youth and Family Services, DHHS
	<u>Next Steps and Conclusion</u> Aly Freedman, OJJDP's NTTAC

Moderator



John A. Tuell

Executive Director, Robert F. Kennedy
National Resource Center
for Juvenile Justice
Robert F. Kennedy Children's Action Corps

John A. Tuell currently serves as the Executive Director for the Robert F. Kennedy National Resource Center for Juvenile Justice at Robert F. Kennedy Children's Action Corps. The National Resource Center focuses on practice and policy reform through an active commitment to field-based partnerships with state, local, and federal agencies dedicated to improving the lives of our nation's youth.

Mr. Tuell has devoted his entire professional career to practice within and reform on behalf of the juvenile justice and related youth serving systems. Mr. Tuell began his career in the Fairfax County, Virginia, Juvenile and Domestic Relations District Court by working as a probation, intake, and residential group care worker and manager from 1979 to 1996. Mr. Tuell then served in the U.S. Department of Justice, during which time he served as the Deputy Director of the State Relations and Assistance Division in the Office of Juvenile Justice and Delinquency Prevention. He also served as the Director of the then newly created Juvenile Justice Division at the Child Welfare League of America. Mr. Tuell then began his affiliation with the Robert F. Kennedy Children's Action Corps, providing consultation, technical assistance, and training in juvenile justice, child welfare, and multisystem reform and quality improvement until his appointment to his current position in January 2013.

Presenter



Jonathan I. Cloud
Youth Justice Consultant

Jonathan I. Cloud has 40 years of human services experience. He has worked at local, state, and national levels as a consultant and provider of training and technical assistance in the areas of child welfare, youth development, behavioral health, and youth justice. At the national level, he has served in initiatives sponsored by the U. S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention and Office of Justice Programs, as well as initiatives sponsored by the U. S. Departments of Labor, Education, Defense, and Health and Human Services. He has provided consultation and training in the areas of human trafficking and school safety for the National Center for Missing & Exploited Children and the National Criminal Justice Training Center. He developed Growth-Focused Case Management as a strengths-based approach to fostering desistance from offending.

Presenter



Robert "Bob" Bermingham
Director, Court Services Unit
Fairfax County Juvenile & Domestic
Relations District Court
Fairfax, Virginia

Bob Bermingham began his career in juvenile justice in 1986 as child care specialist in the Fairfax County Juvenile Detention Center. During the past 30-plus years, Bob has served in many different capacities within the juvenile justice system in Fairfax County. He has worked in both community-based residential programs and as a field probation officer. During his tenure, Bob has held management positions with probation services, served as the county's first Gang Prevention Coordinator, and since 2009, has served as the Court Service Unit Director of the Commonwealth of Virginia's largest Court Service Unit. Bob has led the 300-person unit through significant transformation in practices, including the redesign of juvenile intake services, the implementation of assessment tools at major decision points within the system, enhanced diversion alternatives, deployment of evidence-based interventions along with a focus on reducing racial and ethnic disparities and family engagement. Bob is dedicated to providing juvenile justice services that build on individual and family strengths to improve client outcomes while remaining focused on public safety and promoting equitable and effective justice. Bob has been married to his grade-school sweetheart for 30 years and has four adult children.

Presenter



Melissa Graham
Section Manager
Division of Youth and Family Services –
DHHS
Social Worker – State of Wisconsin

Melissa Graham is a Section Manager for the Division of Youth and Family Services, DHHS in Milwaukee County. Melissa has been in this role since March 2013, having held a variety of positions in the community and social services field prior. Her prior experience includes group home care, child welfare social work, Wraparound Milwaukee Administration Quality Assurance, and starting the Quality Assurance Department at the Division of Youth and Family Services.

She graduated from the University of Wisconsin Whitewater in 2002 with a social work degree and a minor in criminal justice. Melissa then went on to Loyola University to obtain a Master of Social Work degree in May 2007. As of 2003, Melissa is also a Certified Social Worker in the state of Wisconsin. Melissa was born and raised in Waukesha County, Wisconsin. She graduated from Mukwonago High School. She prides herself on making changes in the juvenile justice system for youth of color. One of Melissa's primary goals is to have a special on PBS on reforming juvenile justice in Milwaukee County. She enjoys tremendously spending time with her family and friends when not working, as well as traveling to different places in the world.

Compliance Is Not Enough: Empowering Youth to Grow Out of Offending

Robert F. Kennedy National Resource
Center for Juvenile Justice

Jonathan I. Cloud
Youth Justice Consultant

April 26, 2021



What We'll Cover

- **Most Youth Grow Out of Offending – Why Some Don't**
- **A Desistance Perspective on Compliance**
- **Two Kinds of Compliance and the Tension Between Them**
- **A Third Kind of Compliance: Identity-Based Motivation**
- **Compliance Begins with Youth's Ideal Self: Growth-Focused Case Management**



Source: <https://www.thebluediamondgallery.com/handwriting/images/growth.jpg>.

Learning Objectives

- Understand the strong empirical relationship between adolescent identity formation and delinquency.
- Understand critical role of youth's ideal self in identity formation and desisting from offending.
- Understand how involving youth in the case planning process can serve as part of the identity-forming process.
- Understand four research-informed growth-facilitating strategies for working with youth.



Source: <https://www.thebluediamondgallery.com/handwriting/images/growth.jpg>.

Most Youth Grow Out of Offending – Why Some Don't



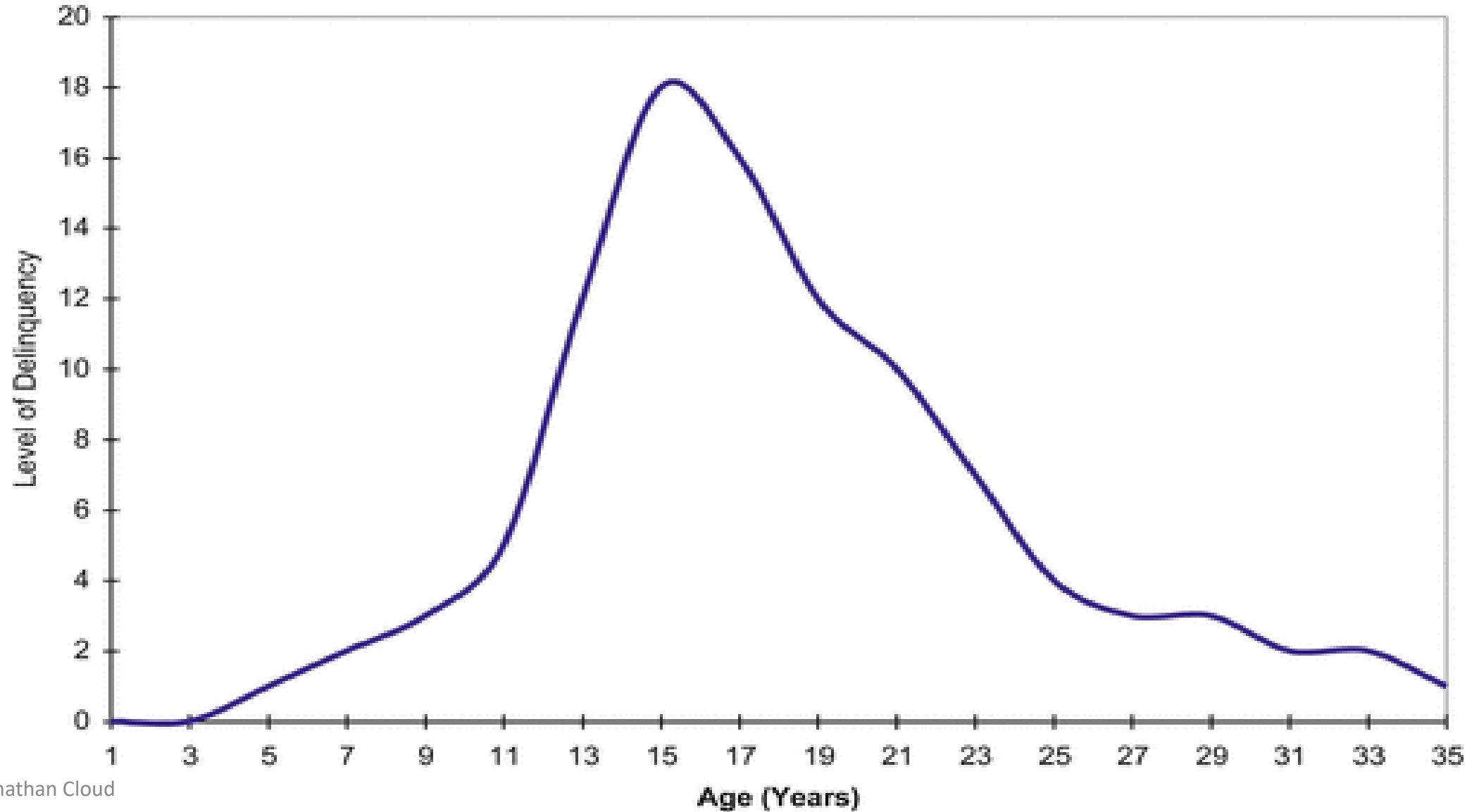
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Age-Crime Curve

Most Youth Develop Sufficient Internal Self-Regulation to Grow Out of Delinquency

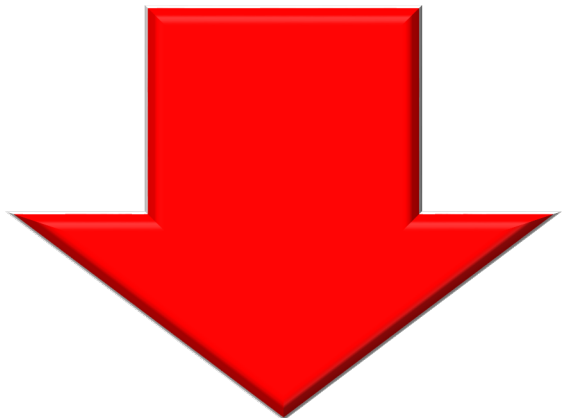


What the Age-Crime Curve Really Tells Us

Inverse Relationship Between Growth and Delinquency

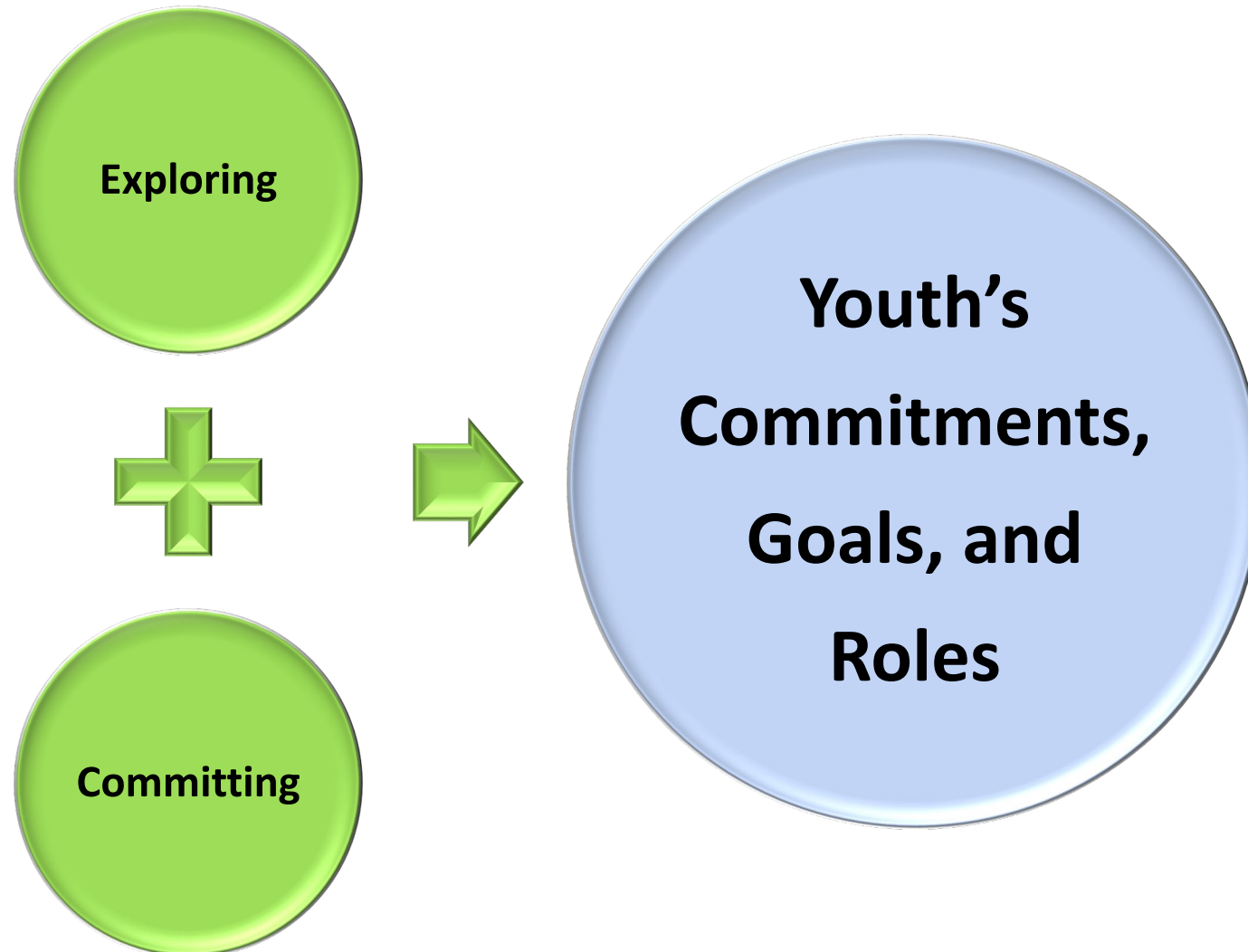


Growth



Delinquency

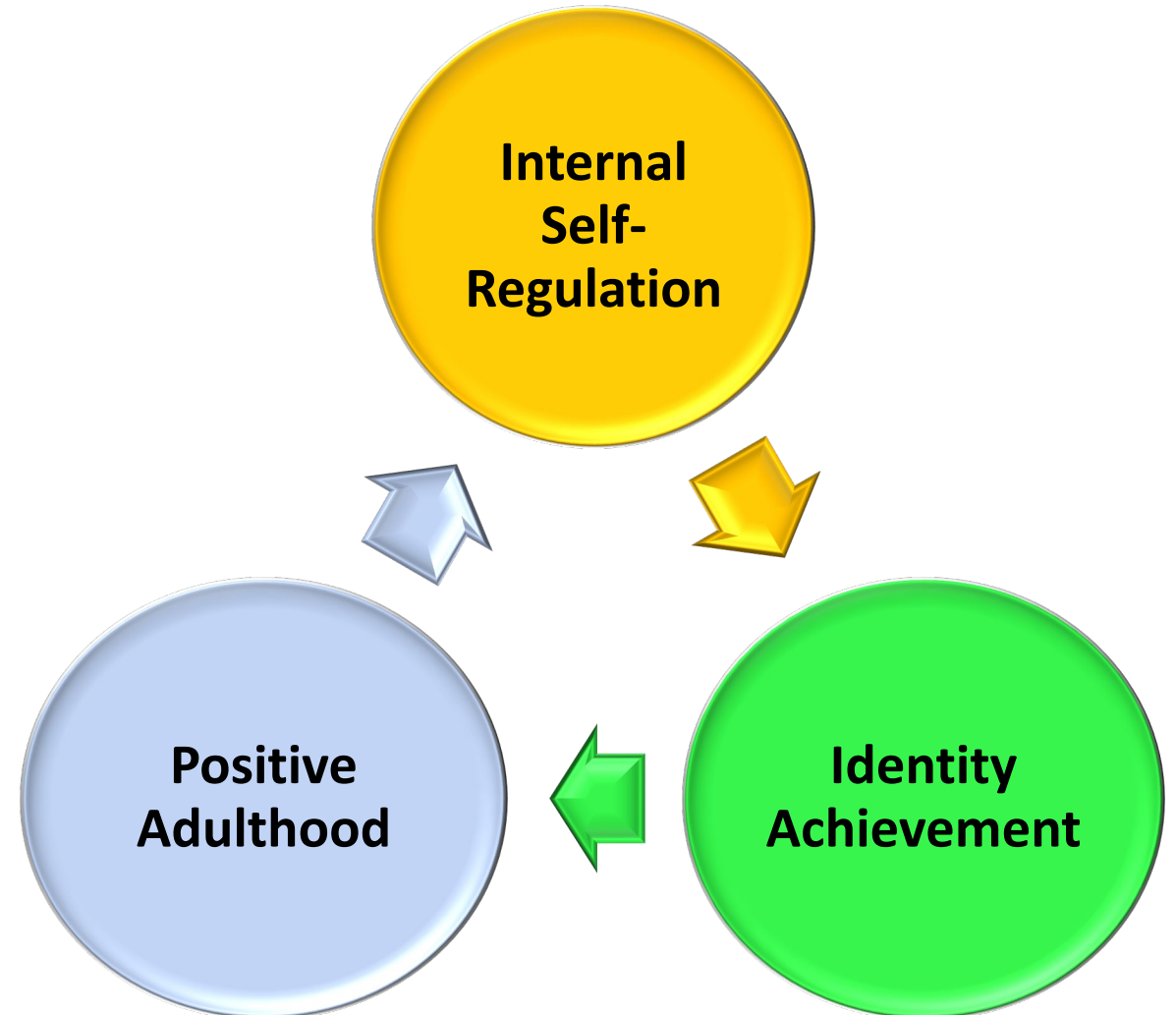
Key Dynamic of the Downward Slope of the Age-Crime Curve: Identity Formation Processes and Identity Elements



Self-Regulation is Essential for Forming an Identity

Growth-Focused Case Management Develops Case Plans for Growing Into Positive Adulthood

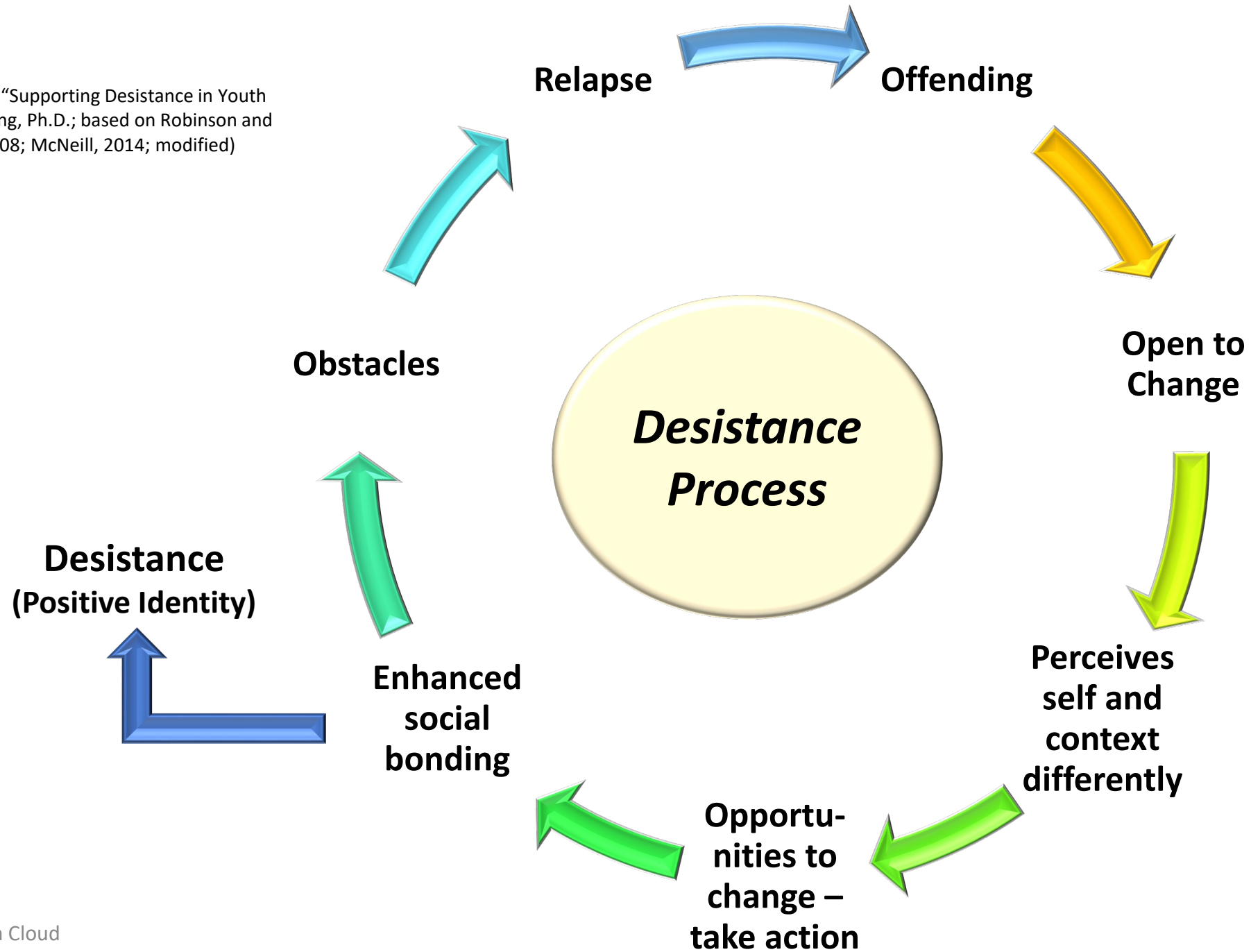
- Self-regulation are processes that align behavior with long-term goals.
- Two key aspects: **attention control** and **action control**.
- Primary long-term growth goal of adolescence is becoming an adult.
- Developmental task for becoming an adult is forming an identity.
- Requires regulating one's exploring and committing.



A Desistance Perspective on Compliance

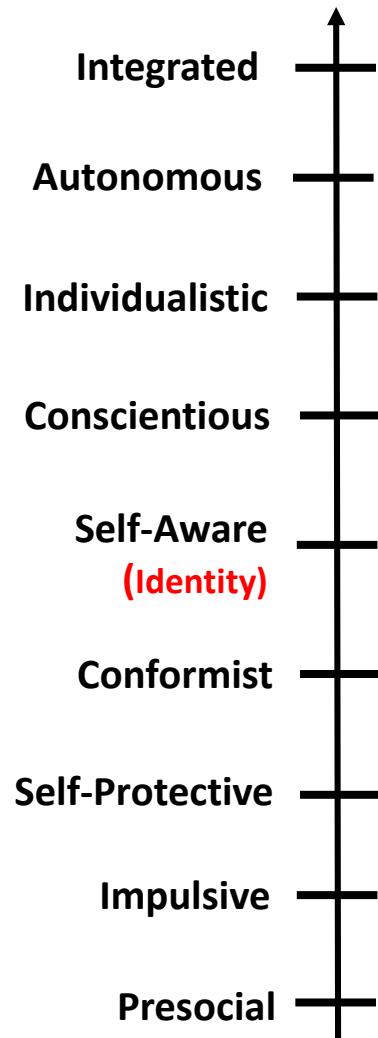


(Adapted from "Supporting Desistance in Youth Justice," Sam King, Ph.D.; based on Robinson and McNeill, 2008; McNeill, 2014; modified)



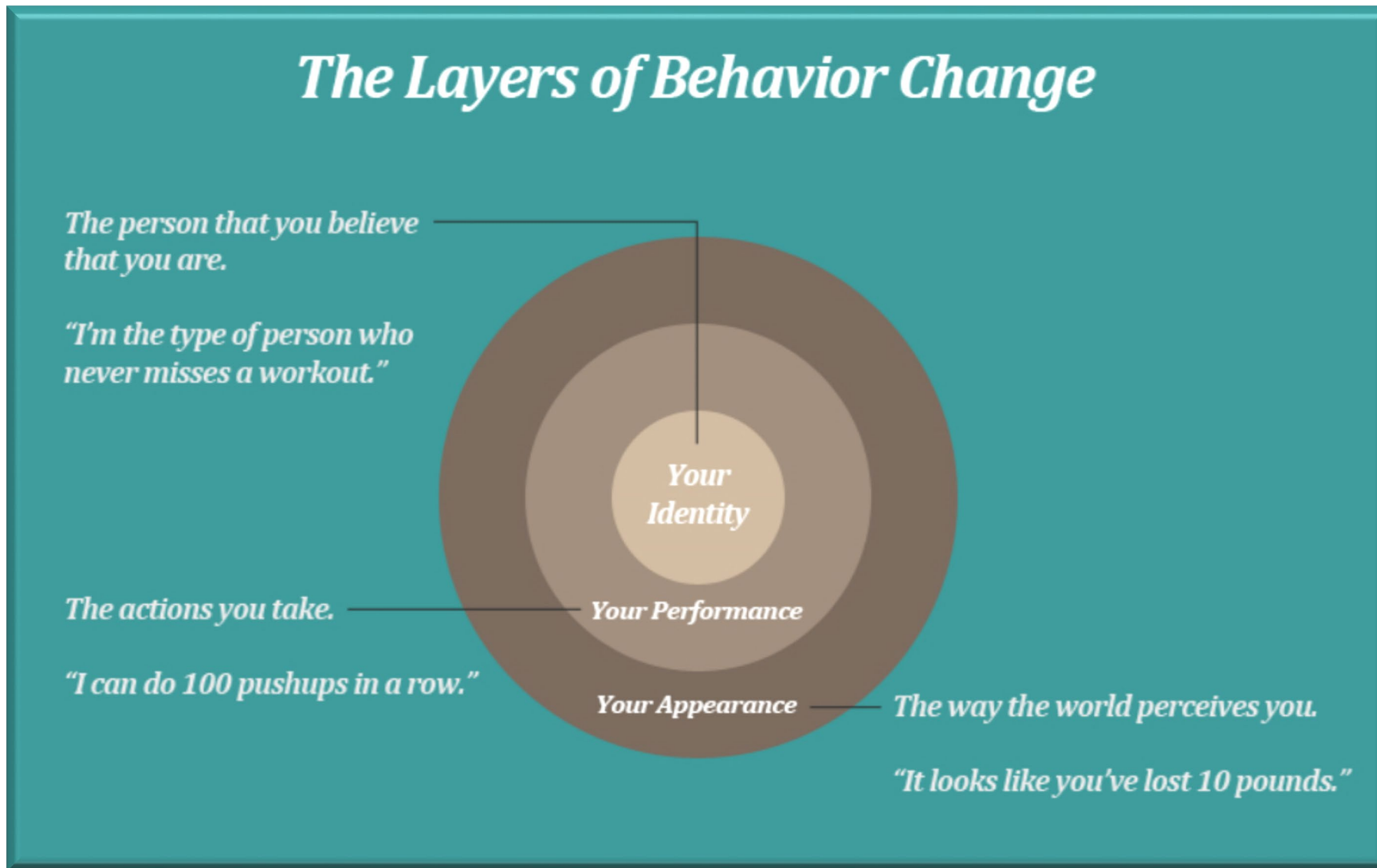
Science of Growth is as Rigorous as the Science of Risk (We Can Use Both in a Complementary Way)

Levels of Growth or Ego Development



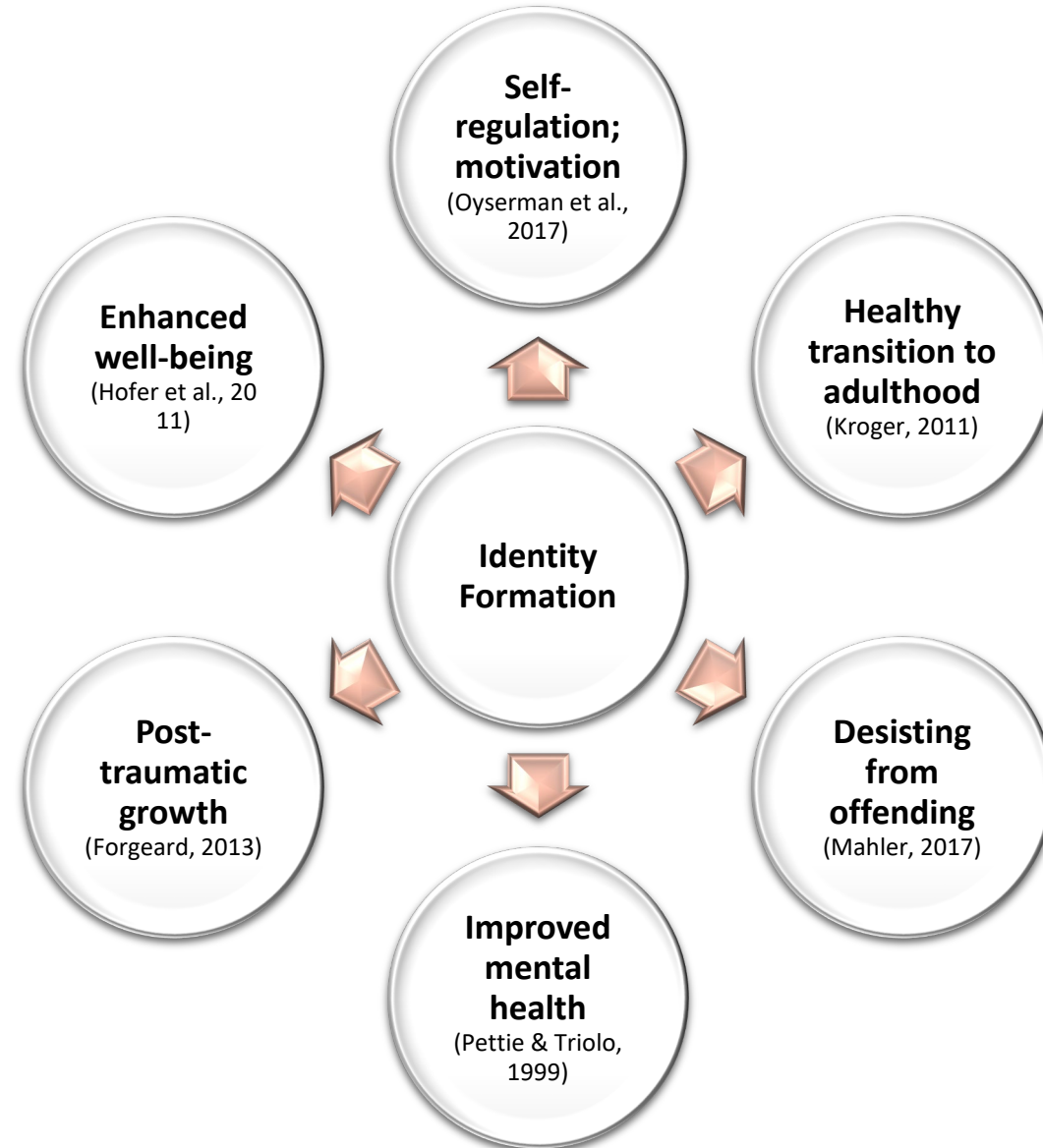
- Level of growth linked with delinquency (Loevinger, 1970, 1976; Al-khateeb et al., 1981).
- Association between lower levels of growth and a higher prevalence of problem behavior (DiNapoli, 2002; Noam et al., 1984; Noam et al., 1994; Recklitis, 2004).
- Adolescents below Self-Protective level have a 1.5 to 4-fold increased risk of committing aggressive offenses (Enzinga, 2008).
- Convergence between identity status and level of growth (Berzonsky & Adams, 1999). The Self-Aware level correlates with forming and achieving a positive identity.

Identity is a Critical Often Overlooked Part of Behavior Change



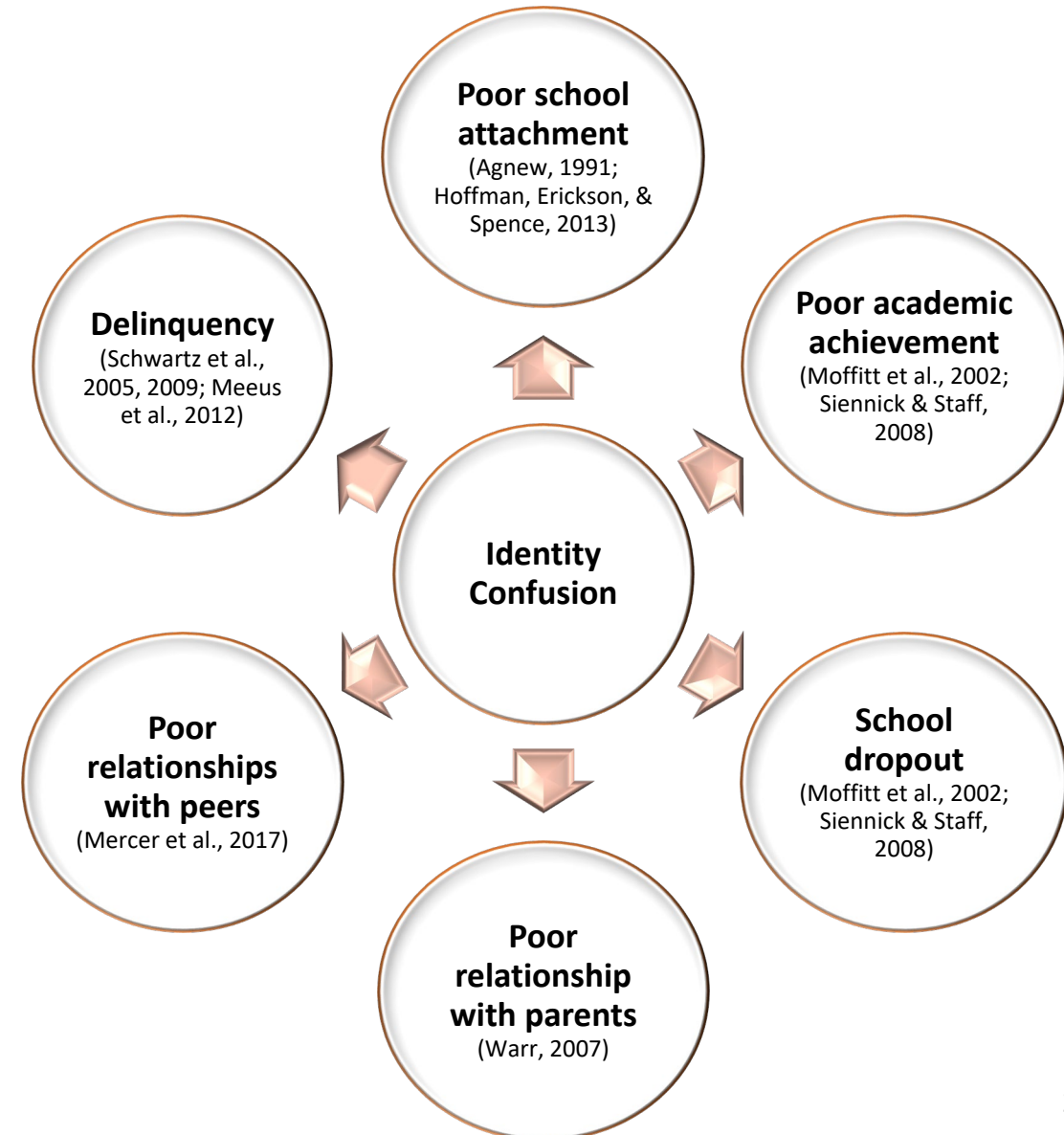
Identity Formation Increases Community Safety

- **GFCM fosters positive identity formation.**
- **Case plan is about youth's path to positive identity and adulthood.**
- **Youth forms an identity that is incompatible with offending.**



Identity Confusion Decreases Community Safety

- **Criminogenic needs are internal barriers (i.e., risk factors) to regulated exploring and committing.**
- **There are many external barriers (i.e., risk factors) to regulated exploring and committing, such as poverty, lack of opportunities, poor schools, etc.)**



Two Kinds of Compliance and the Tension Between Them

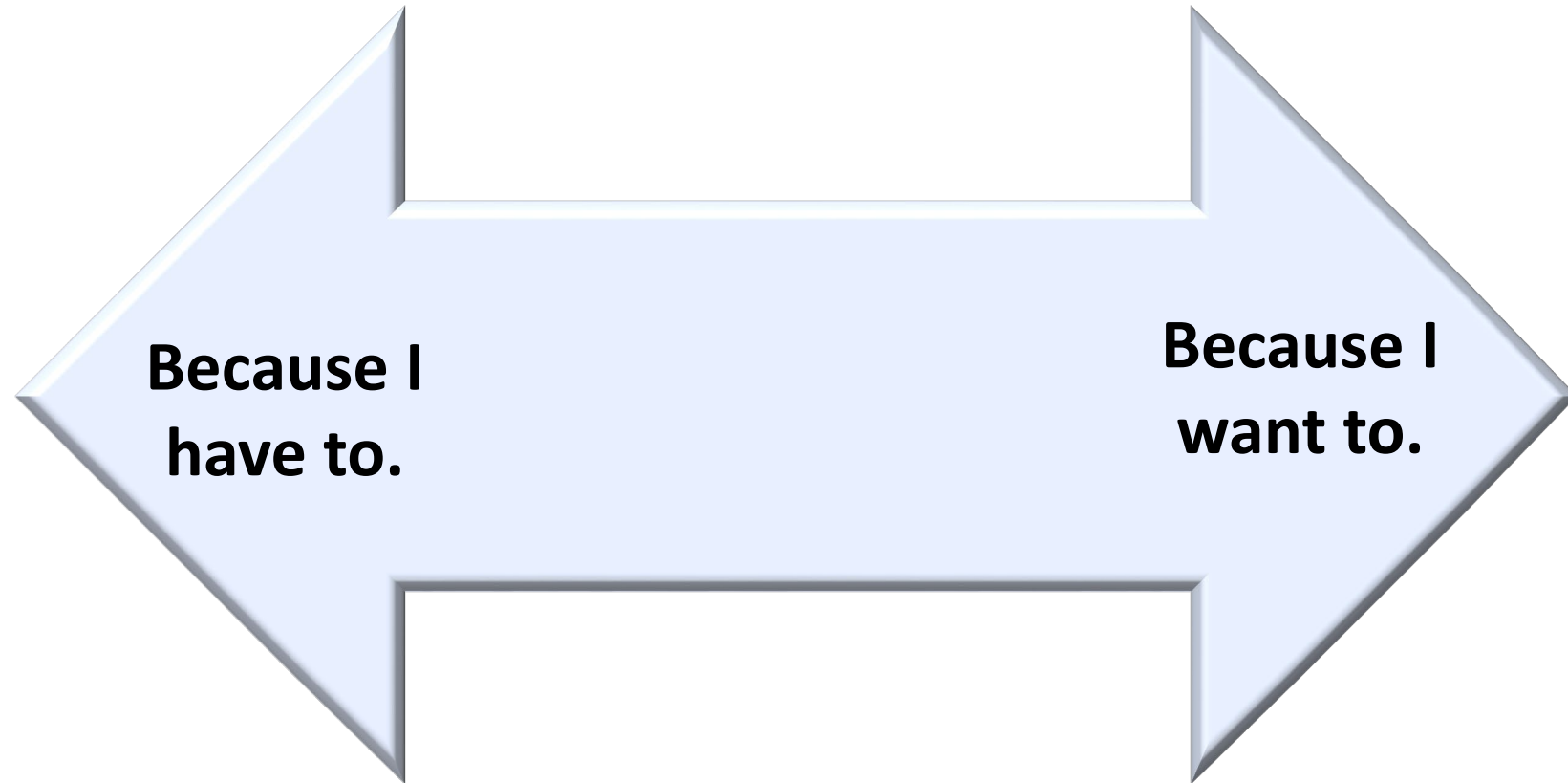


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Two Kinds of Compliance

- **External regulation versus internal regulation.**
- **Often seen as incompatible.**
- **Supervision often a struggle to get youth to do what they don't want to do.**
- **Unable to see enjoyment as consistent with being held accountable.**
- **A limited understanding of enjoyment and "wanting to."**



Two Kinds of Enjoyment in the Growth Research

Probation Experience Can be Unpleasant But Doesn't Have to be Punitive

- **Eudaimonic:** using strengths, cultivating personal growth, realizing potential.
- **Hedonic:** feels good, finding or fostering positive emotions, peak moments of happiness.



Significance of Eudaimonic Enjoyment or Joy

Joy and pleasure are the bricks and mortar of physical, psychological, social, and spiritual development, and the developing brain must experience joy and pleasure if the complex integration of sensations is to take place. When they are lacking, the brain becomes “neuro-dissociative,” one that fragments rather than integrates experience. As a result, the adolescent regresses or dissociates into self-defensiveness.

Joseph Chilton Pearce, 2007



Danger of Over-Emphasizing External Control with Punitive Sanctions Undermines Joy and Capacity for Self-Regulation and Identity Formation



(Jean-Louis van Gelder et al., "Sanctions, Short-Term Mindsets, and Delinquency: Reverse Causality in a Sample of High School Youth," *Legal and Criminological Psychology*, 25, 2020)

Punitive Experiences Can Cause Disintegrative Rather than Reintegrative Shame

- Disintegrative: “You’re busted. Will send you back to detention for bad kids like you.”
- Reintegrative: “What you’re doing isn’t in line with who you want to become. Will need to help you get back on course.”



(<http://cdn.pixabay.com>)

Heavy-Handed Control Fosters Non-Growth Orientation in Youth

Controlled Orientation

- Perceive behavior as being influenced by external forces and demands or internalized imperatives
- Tend to comply with factors such as threats, deadlines, or expectations about how they 'should act.'

Effects on Functioning

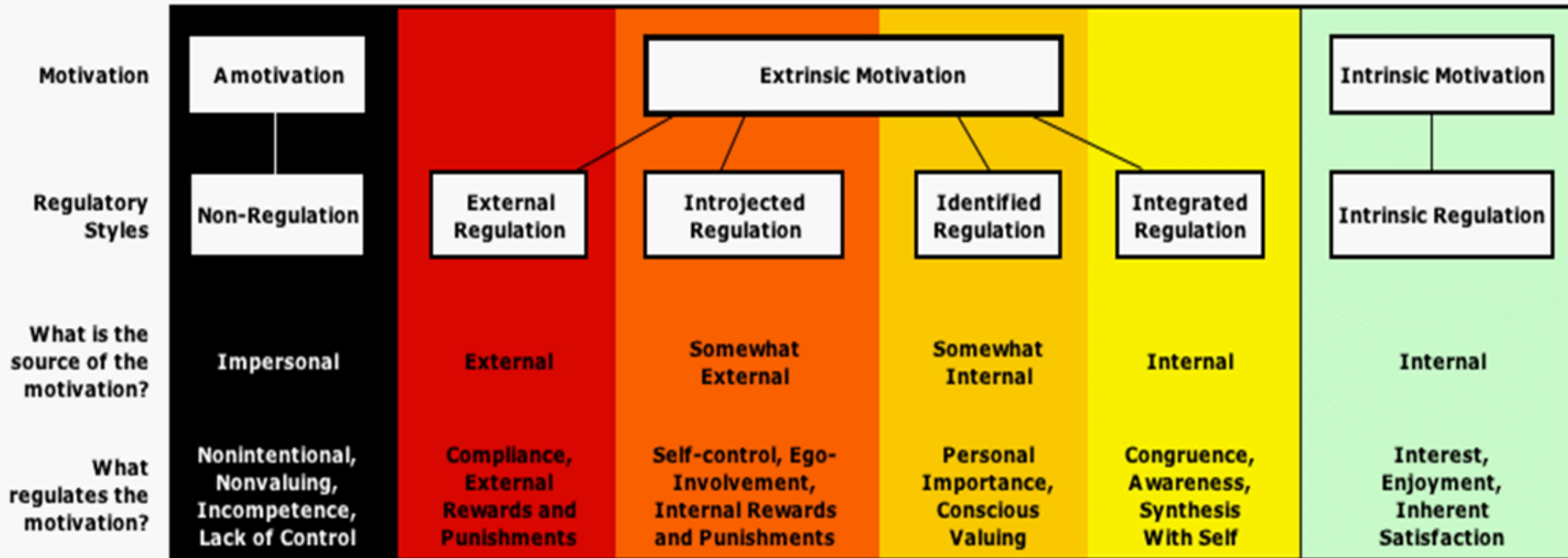
- Concern about external agents of control (e.g., pressure from others, tangible rewards)
- Negative affect
- Self-consciousness

It's Not External versus Internal Regulation: There is a Continuum

The Self-Determination Continuum

Nonself-Determined

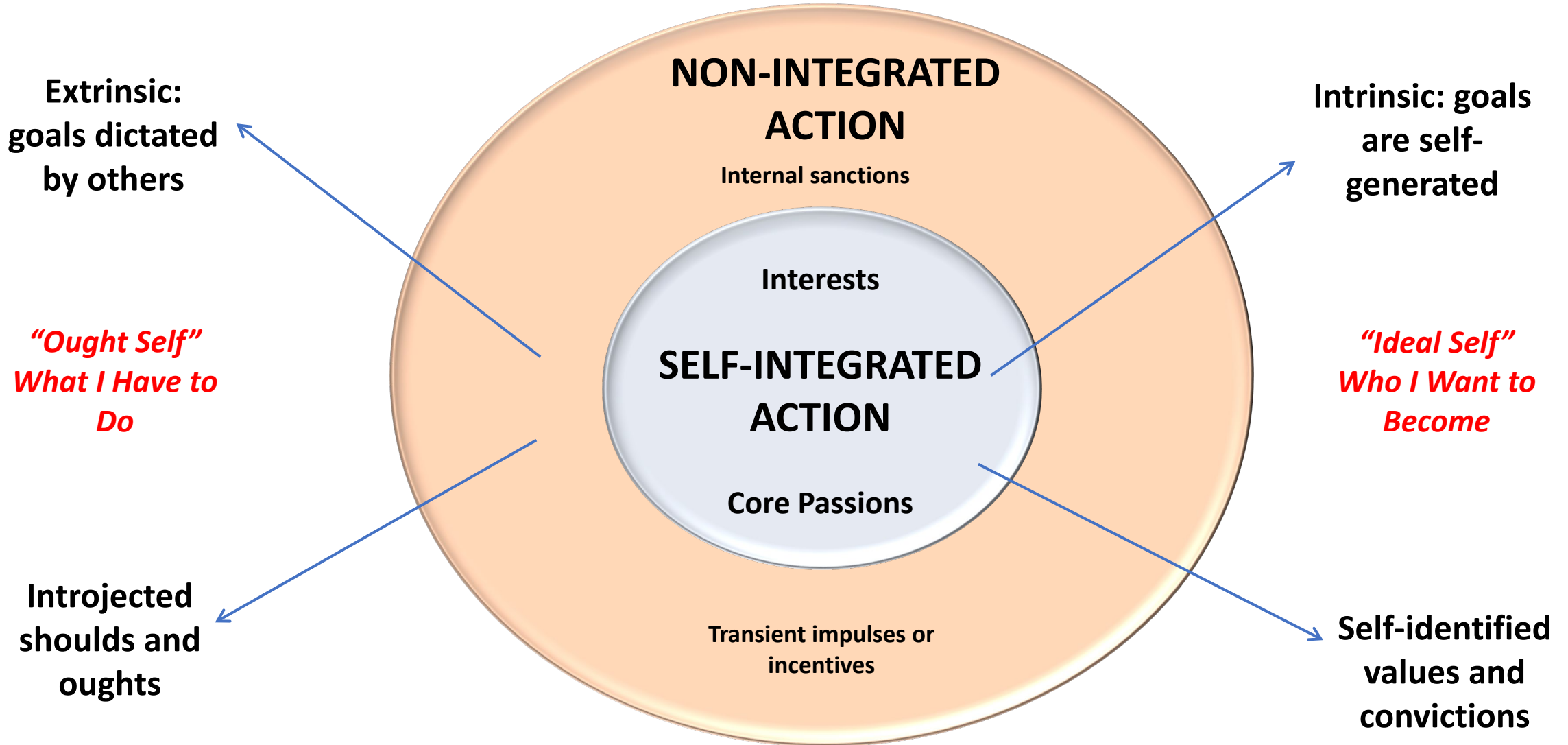
Self-Determined



(Based on Ryan, R.M. & Deci, E.L. (2000). Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being. American Psychologist. 55(1), 68-78.)

Balanced Approach to Compliance

Linking What Youth Has to Do with Who Youth Aspires to Become



Growth Happens When Compliance is Rooted in Autonomy

Autonomy Orientation

- Action based on a sense of volition and awareness of personal standards and goals
- Behavior perceived as freely chosen, self-initiated, and self-regulated
- Actively seek out opportunities that correspond with their values and interests

Effects on Functioning

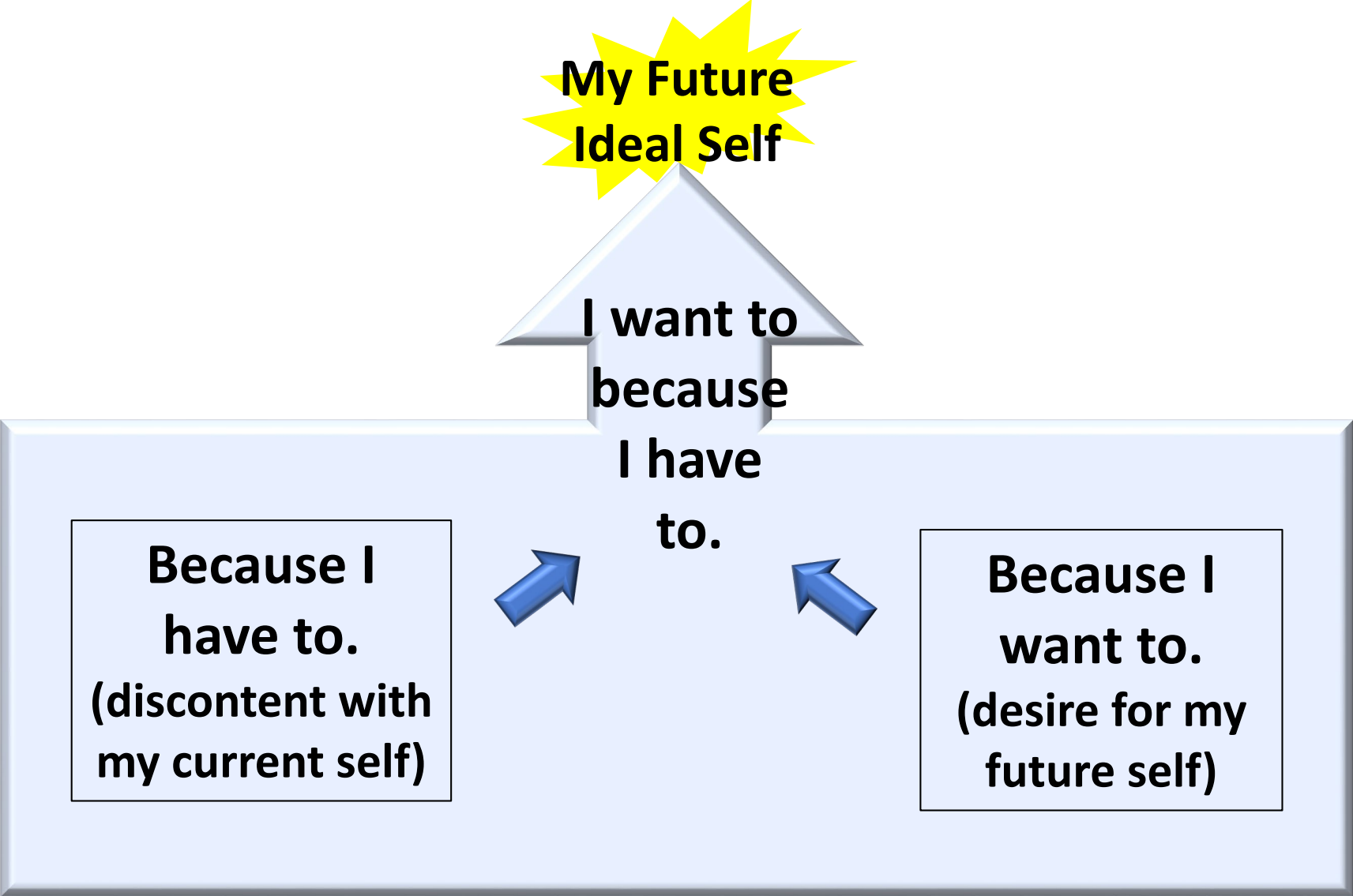
- High self-esteem
- High self-awareness
- High levels of ego-development (i.e., growth, maturation)
- Low levels of self-derogation (i.e., tendency to disparage oneself, often unrealistically)
- Successful goal attainment

A Third Kind of Compliance: Identity-Based Motivation

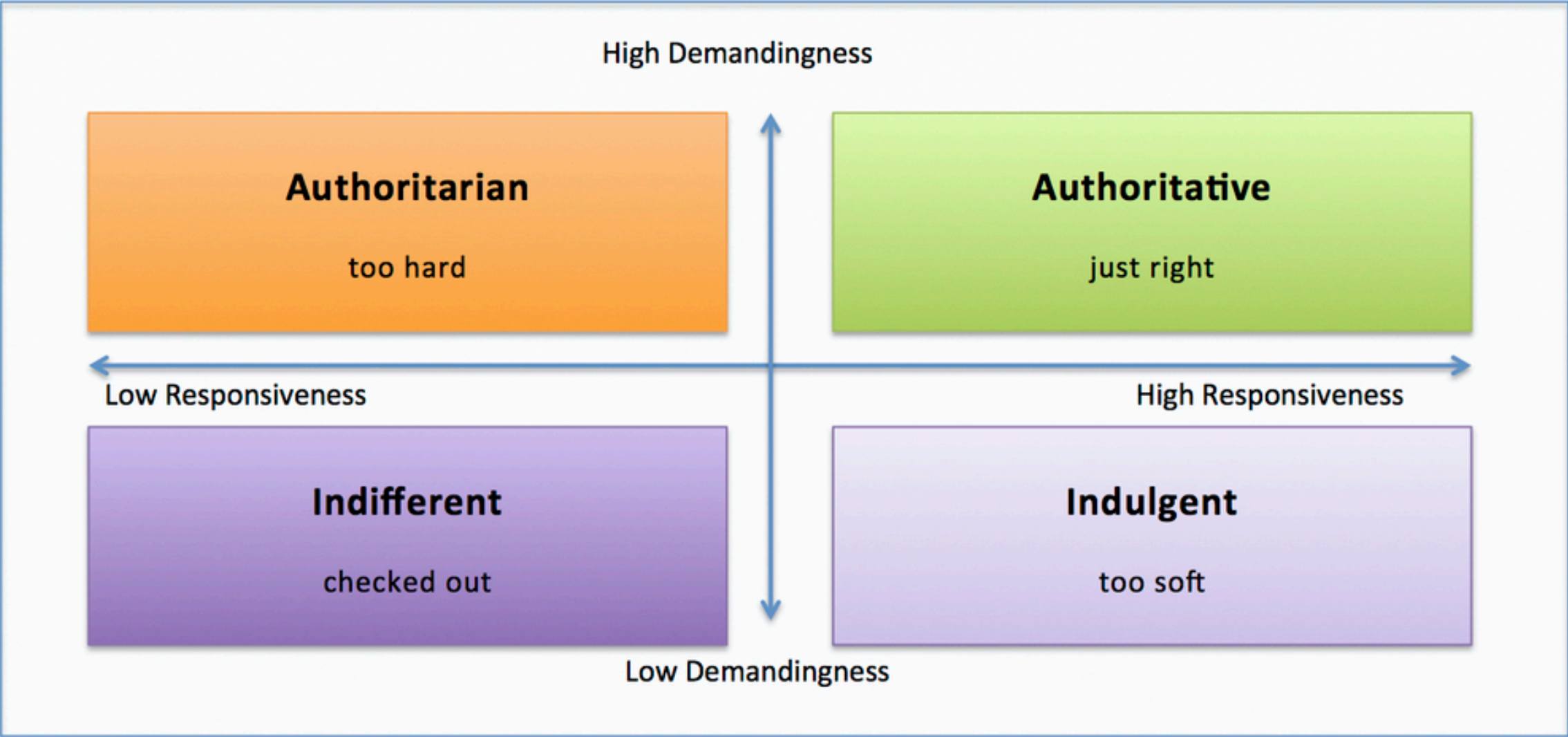


A Third Kind of Compliance

Identity-Based Motivation



Fostering Growth Requires an Authoritative Approach to Supervision



Adolescent Brain is Primed to Form an Identity

Powerful Yet Fragile Neurological Process That Requires Skillful Adult Nurture

- **First, starting around age eleven, an idealistic image of life grows in intensity throughout the middle teens.**
- **Second, somewhere around age fourteen or fifteen a great expectation arises that “something tremendous is supposed to happen.”**
- **Third, adolescents sense a secret, unique greatness in themselves that seeks expression.**

(Joseph Chilton Pearce, *Evolution's End: Claiming the Potential of Our Intelligence*, 1992)



**New Set of Meta-Needs
and Meta-Motivations!**

Compliance Begins with Youth's Ideal Self: Growth-Focused Case Management

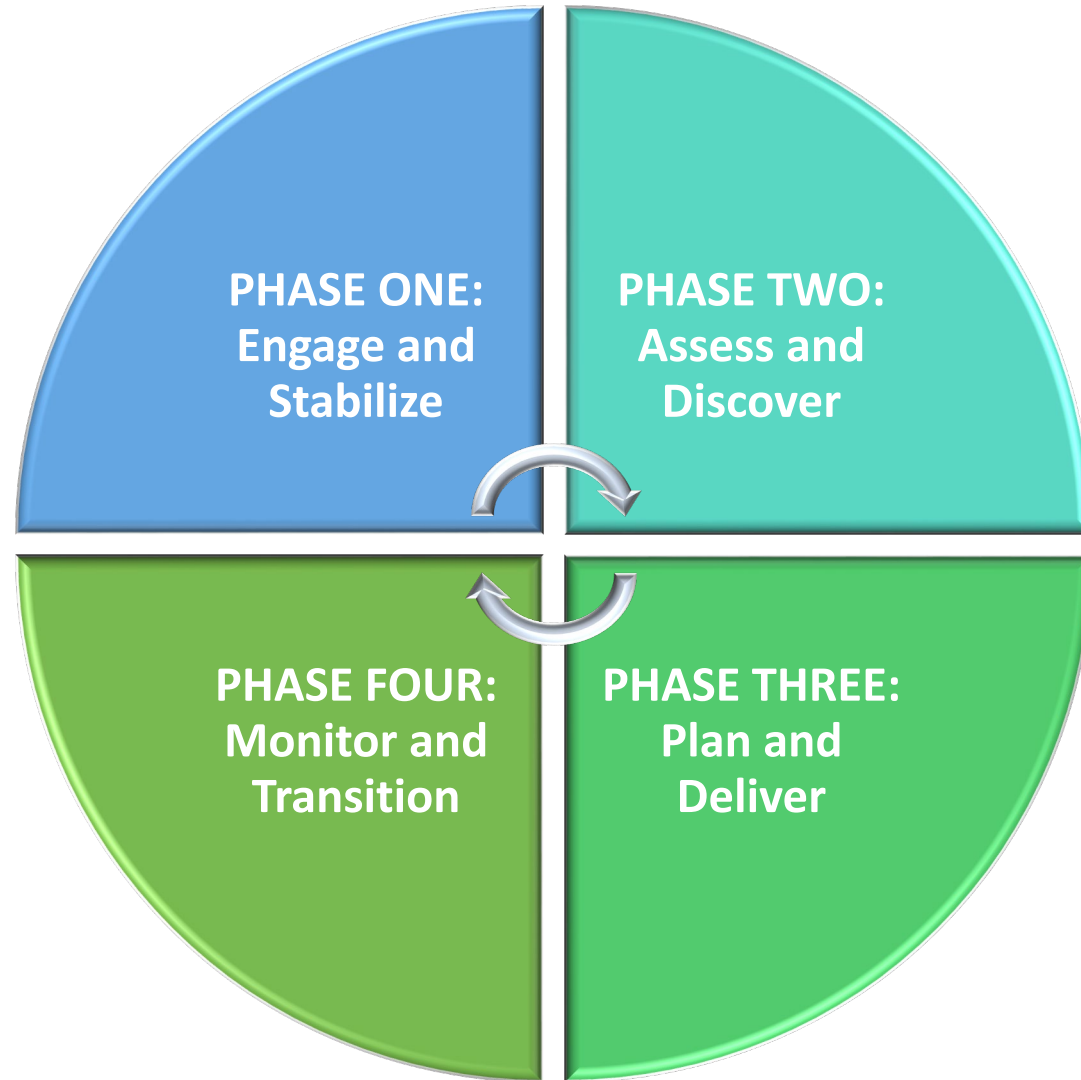


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Source: <https://www.thebluediamondgallery.com/handwriting/images/growth.jpg>.

Four Phases of the Growth-Focused Case Management Framework



Growth-Focused Case Management Framework

Phases	Youth's Developmental Tasks (supported through guided facilitation)	Youth's Involvement in Case Planning (integrated throughout each phase)	How Youth's Involvement Informs Case Plan
Phase One: Engage and Stabilize	Self-exploration	Discusses and <i>explores</i> a future version of best or ideal self.	Best or ideal self used to determine <i>long-term goal</i> .
Phase Two: Assess and Discover	Self-discovery	Discusses and <i>discovers</i> strengths and ways they can be used to become best/ideal self.	Using strengths counters weaknesses (i.e., criminogenic risks), which informs <i>short-term goals</i> .
Phase Three: Plan and Deliver	Self-efficacy	Discusses and <i>identifies</i> ways to use their strengths for what needs to be learned, increased, developed, or obtained in order to improve.	Specific <i>action steps</i> for getting to short-term goals regarding what will be learned, developed, increased, or obtained.
Phase Four: Monitor and Transition	Self-realization	Recognizes <i>positive identity</i> and commits to involvement in executing the case plan.	Supporting youth's <i>follow-through</i> on action steps and taking on new roles (i.e., changed identity).

Evidence-Based Model Supporting the Case Planning Framework

Boyatzis Model of Intentional Change



GFCM Recognizes Importance of Goal Hierarchy

- Supervision rightly focuses on youth's behavior.
- Compliance with a set of action items.
- But that compliance needs to connect with youth's ideal self; who they want to become.

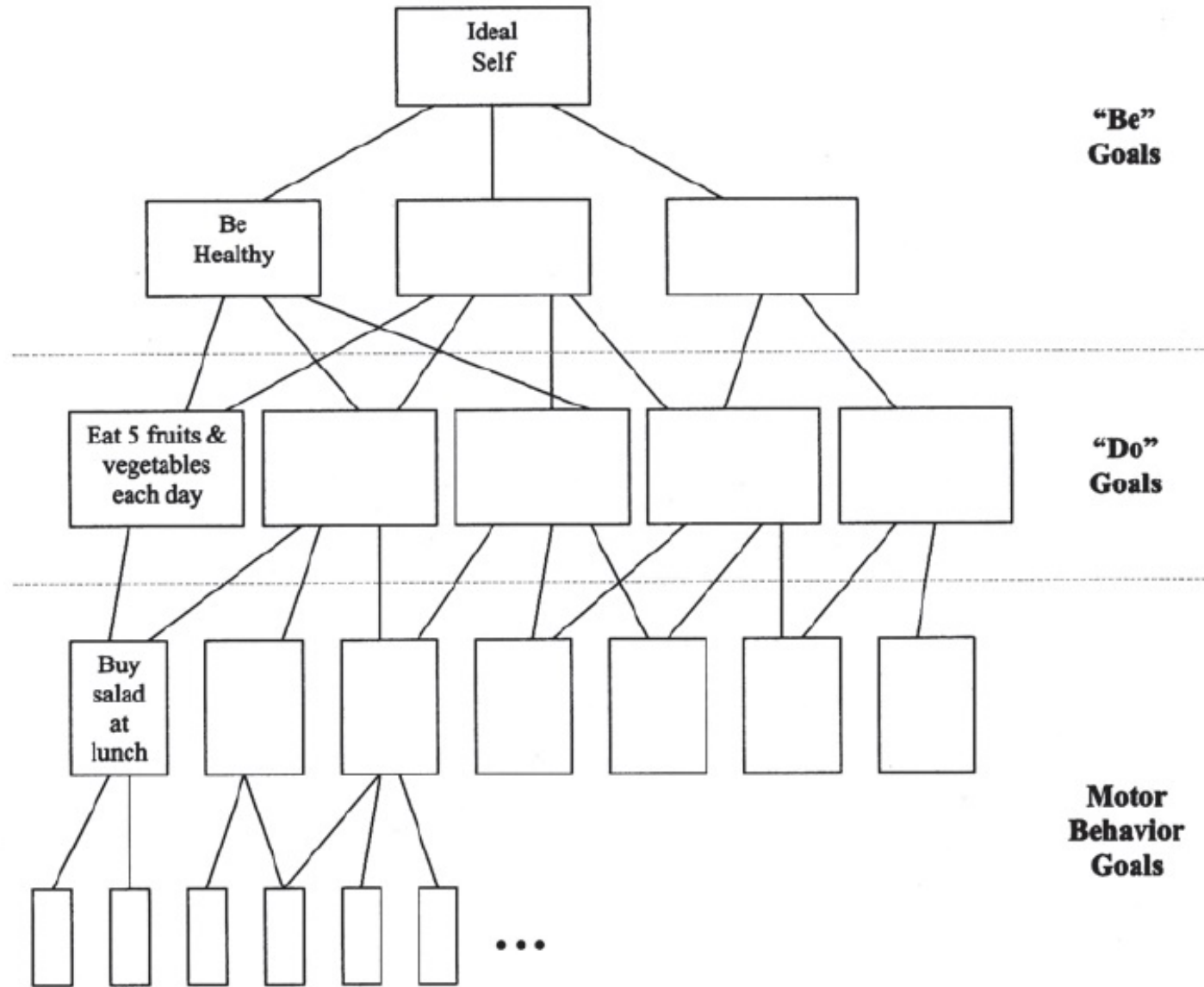
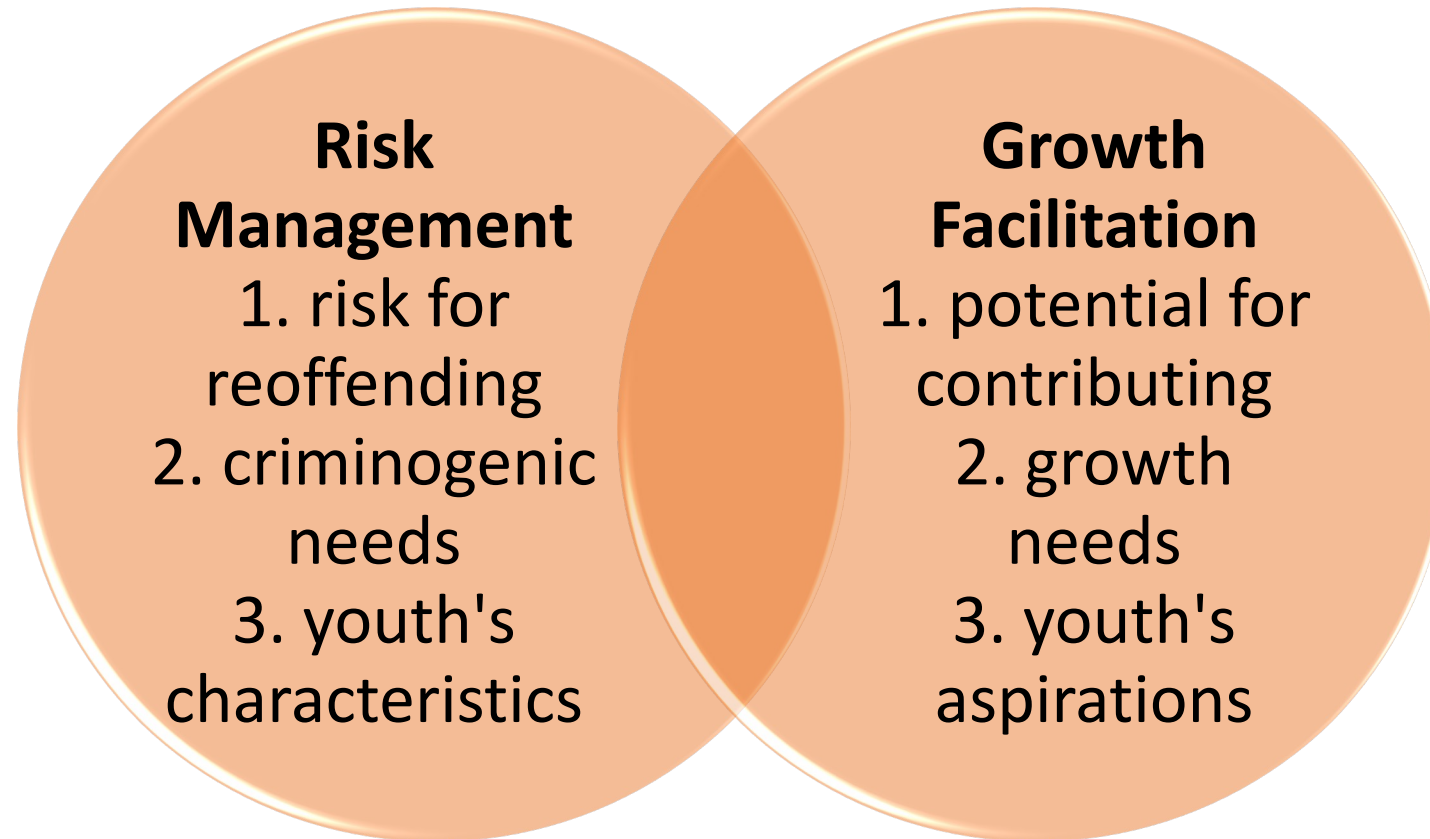


Figure 1. A hierarchical organization of goals. (Adapted from *On the self-regulation of behavior*, p. 000, by C. S. Carver & M. F. Scheier, 1998, New York: Cambridge University Press. Copyright 1998 by Cambridge University Press. Used with permission.)

A More Just Approach



The Milwaukee County Experience

- GFCM implemented by the Division of Youth and Family Services (DYFS), into its existing “Improvement Efforts”
- Preliminary & promising outcomes highlighted in:

Growth-Focused Case Management: *Using Case Planning to Involve Youth in a Growth Experience that Supports Desistance from Offending*

Available online at: www.rfknrcjj.org



GFCM in Fairfax County, Virginia

- GFCM introduced in Fairfax County through the ***Dennis M. Mondoro Probation and Juvenile Justice System Enhancement Project****
- Consistent with Fairfax County's commitment to adolescent development principles and practices within probation/community supervision – and among our key stakeholders
- Enhances the “tool kit” of evidence-based case planning and management approaches – emphasizes the positive worker-youth relationship
- Comports with research regarding the balance of positive growth opportunities through prosocial connections to accomplish desistance – and long-term personal growth and success

**The Dennis M. Mondoro Probation and Juvenile Justice System Enhancement Project is supported by Grant # 2018-CZ-BX-K002 awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this announcement are those of the author(s) and do not necessarily reflect those of the Department of Justice.*

Presenters Q & A



Jonathan I. Cloud
Youth Justice Consultant



Robert Bermingham
CSU Director
Robert F. Kennedy National Resource
Center For Juvenile Justice



Melissa Graham
Section Manager
Division of Youth and Family
Services – DHHS
Social Worker – State of
Wisconsin

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Wednesday, May 5, 2021, 3-4:30 p.m. ET



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Wellness Program Implementation Series (Part 6): Components of a Wellness Program: Assessment
Wednesday, May 12, 2021, 3-4:30 p.m. ET



Learn more ▶

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Join Us for These Upcoming Events!



Prosecuting Carjacking Cases in Juvenile Court
Wednesday, June 9, 2021, 3-4:30 p.m. ET

Learn more ▶

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