



Oklahoma County Juvenile Bureau

Fiscal Year 2022 Annual Report

July 1, 2021 — June 30, 2022

OKLAHOMA COUNTY JUVENILE CENTER
5905

TABLE OF CONTENTS

Table of Contents	2
Our Director	3
Our Judges	4 — 5
Citizens for Juvenile Justice Advisory Board	6
About the Oklahoma County Juvenile Bureau (OCJB)	7 — 13
Mission and Values	8
FY 2022 Goals	9
Budget and Personnel	10
Organizational Chart Beginning FY 2022	11
OCJB Highlights	12
Bridging the Gap	12
Court Services Department	13 — 18
Intake and Diversion Services Unit	13
Probation Services Unit	14
In-House Youth Programs	15 — 16
Highlights	17 — 18
Court Services Staff	17
Family Night Events	17
Pretrial, Probation, and Parole Supervision Week	18
Nurture Groups and Spark Events	18
Detention Services	19 — 25
In-House Youth Programs	20
Highlights	21
Therapy Dog Training	21
House Bill (HB) 2311	21
Handle with Care	21
Detention Officer Week	22
Connecting Residents and New Staff	22
Extended Education Services (EES) Teacher of the Year	22
New Detention Rank Structure	23 — 24
In Loving Memory of Deshawnah Afoa	25
Contact	26

Comments from the Director —

I would like to express my sincere gratitude and respect for the hard work that each of you do. I have been blessed by all your unending support and guidance throughout my nine-year (9) tenure in this organization. I am thankful for everything you've taught me, and for you allowing me to be a part of your learning journey in this career. As you know, August 19, 2022, will be my last day as I have decided to retire. It has been an honor working with such wonderful colleagues. Thank you for your help and kindness. I wish each of you the best and continued success wherever you may find yourself.

Fiscal Year (FY) 2022 has been a great year and we have accomplished a lot together. Here are just a few of the highlights.

Detention converted the Detention Officer series to a military rank structure and put Sergeants in a hands-on training role with the new officers. Due to a law change effective November 1, 2021, Detention began accepting all admissions for juveniles in Oklahoma County to include all youthful offenders and juveniles charged with Murder I and Rape I. They purchased a fingerprint scanner and received training so they could do all their own fingerprinting. Like many things, food costs increased by an average of 37% due to COVID-19 driven factors. This presented challenges, just like staff absences due to COVID-19. Detention Officers were recognized by all the Oklahoma County elected officials in May 2022 who declared the week of May 16, 2022 as "Law Enforcement Appreciation Week."

Court Services finished preparation for their 3-year reaccreditation audit by the American Correctional Association (ACA). The audit was originally scheduled for June 2022 but was later rescheduled by ACA for July 2022. They continued to offer quarterly Family Nights for the diversion and probation youth and their families. One of the most successful was in May and was held at Skate Galaxy. Thirty-three (33) youth plus their families were in attendance, which was a great success. The year 2022 marks the sixth year Court Services has offered a youth literacy program, funded by the Oklahoma Bar Foundation. They are applying for a continued grant for 2023.

During FY 2022, the OCJB had a loss of 2,997 work hours (375 days) for employee COVID-19 illness and/or quarantine. This represents a cost of \$56,646 in lost workdays. The MGT Consulting Firm conducted a per diem rate study of our Detention operations in May 2022. Their findings indicate the cost per day per youth in Detention during FY 2021 was \$207.36. This is an increase from \$195.13 in FY 2019 and \$204.26 in FY 2020.

Effective in January 2022, the following positions received salary rate increases: Custodial, Maintenance, all rank of Officers in Detention, Intake and Probation Officers, and Food Service. Just like the two (2) preceding budget cycles, the OCJB was given a "stand-still" budget for FY 2022/2023 except for an additional \$44,000 to provide for the increases in food costs. Another review will occur in September, and the OCJB will request a supplemental appropriation.

J'me Overstreet



Our Judges



District Judge
Kaitlyn Allen

Although the Honorable Judge Kaitlyn Allen was raised in Richardson, Texas, she received her Bachelor of Science in Business Administration from Kansas State University. Judge Allen received her Juris Doctorate from the Oklahoma City University's School of Law in 2011.

After joining the Oklahoma Bar in 2011, Judge Allen worked at Chris Smith Law, Cordell and Cordell, Smith Simmons, and Henry + Dow + Masters + Aycock + Allen. Her practice focused primarily on domestic litigation, including divorce, custody, paternity, child support, guardianship, and adoption. She devoted much of her work to Guardian ad Litem work and mediation.

Judge Allen has served as a Member of the Board of Directors for Sharing Tree and is a former member of the Junior League of Oklahoma City. She is also a former volunteer for the Oklahoma County Courthouse Access Clinic, and a former volunteer with the Alzheimer's Association. She is a current member of the Ruth Bader Ginsburg Inn of Court. Judge Allen has received the honor of being named Oklahoma Bar Association's Family Law Section Citizen Lawyer of the year in 2020, Super Lawyer's Rising Star in 2019, 2020, and 2021, and 405 Top Attorney for 2021.

After graduating with a Bachelor of Science in Biology with a minor in Chemistry from Texas Tech University, the Honorable Lydia Green earned her Juris Doctorate from OCU School of Law. Judge Green then went into private practice with a focus in the areas of family law, juvenile law, and criminal defense. She has served as the staff attorney for the Metropolitan Fair Housing Council of Oklahoma Inc., with an emphasis on civil rights discrimination. During her tenure with Metropolitan Fair Housing, Judge Green partnered with the U.S. Department of Justice and the U.S. Department of Housing and Urban Development to advocate for victims of housing discrimination. From 2014 — 2017, Judge Green served as vice president of the Association of Black Lawyers. Judge Green was appointed as a Special District Judge for Oklahoma County in February 2017.



Special Judge
Lydia Green



Special Judge
Mark McCormick

The Honorable Mark McCormick is a native Oklahoman and graduate of Westmoore High School, where he played baseball. He continued his baseball career at OCU until he graduated in 2004. After graduation, Judge McCormick played baseball for the Schaumburg Flyers in Illinois, who were a Class A team in the "Northern League" baseball association. His decision to leave baseball was based on several decisions, including his desire to return to school. Judge McCormick graduated from OCU in 2007 and worked for the Oklahoma County Public Defender's Office from 2007 — 2017. In 2017, Judge McCormick was sworn in as Special District Judge by Judge Patrick Wyrick of the Oklahoma Supreme Court.

Judge McCormick enjoys spending time with his wife and children. In his free time, he also enjoys building, painting, and racing model R/C airplanes, and flying planes around the south end of Lake Hefner.

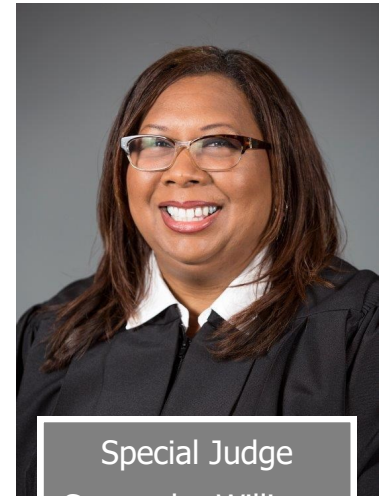
Our Judges Continued



Special Judge
Thomas Riesen

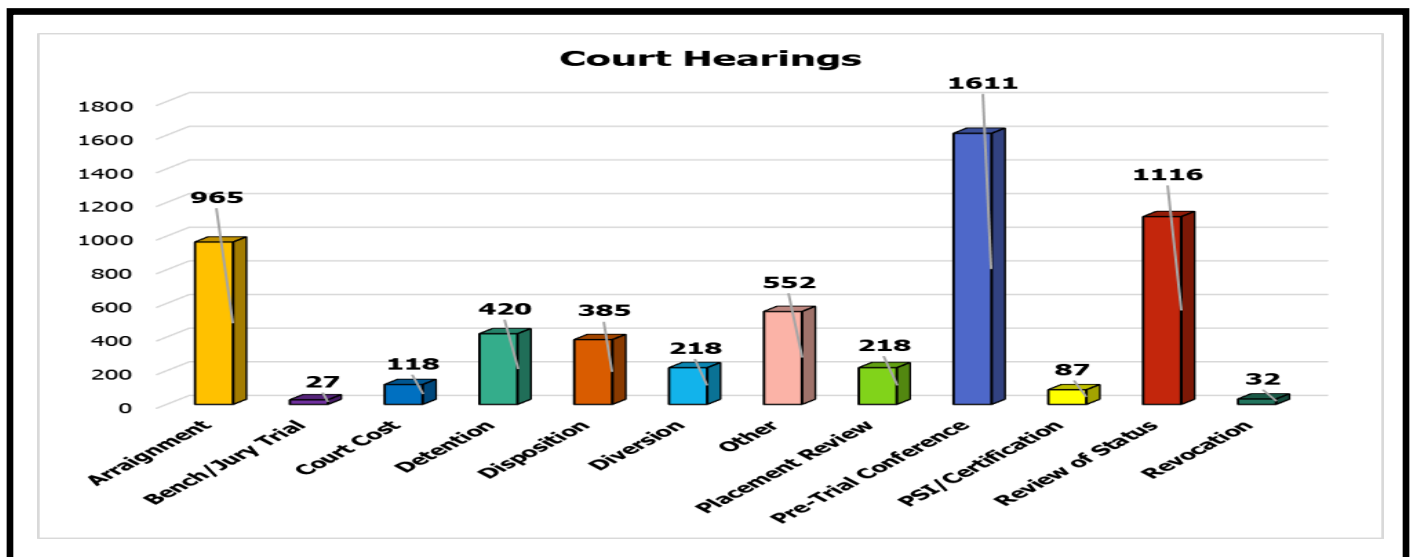
The Honorable Thomas Riesen graduated from the University of Oklahoma (OU) with a Bachelor's Degree in journalism, and obtained his Juris Doctorate from Oklahoma City University's (OCU) School of Law. After law school, Judge Riesen worked for Bob Macy, as an Assistant District Attorney (ADA), serving as head of misdemeanors, the white-collar crime division, and eventually, on the late Honorable Don Deason's felony trial team. Upon his departure from the Oklahoma County District Attorney's Office, Judge Riesen worked for the Oklahoma Bar Association and the Attorney General's Office, before entering private practice, where he focused on family law, non-violent criminal defense work, and civil litigation. In July 2018, Judge Riesen was appointed as a Special District Judge for Oklahoma County.

After graduating from the University of Central Oklahoma (UCO) with a Bachelor of Science Degree in Accounting, the Honorable Cassandra Williams earned her Juris Doctorate from OCU's School of Law. Judge Williams worked as an ADA for approximately nineteen (19) years; her assignments included both the Civil and Criminal Divisions. In February 2014, Judge Williams was appointed Special District Court Judge for Oklahoma County by Chief Justice Tom Colbert, and assigned to the Juvenile Division. In January 2016, Judge Williams completed the Multi-System Integration Certificate Program at the Center for Juvenile Justice Reform at the Georgetown University's McCourt School of Public Policy, and was awarded an executive certificate for Capstone work involving dually adjudicated youth.



Special Judge
Cassandra Williams

The graph below depicts the number of court hearings and types of court hearings the judges at the Oklahoma County Juvenile Justice Center held during Fiscal Year (FY) 2022, as it pertains to the youth served by the Oklahoma County Juvenile Bureau (OCJB).



Citizens for Juvenile Justice Advisory Committee

Citizens for Juvenile Justice (CJJ) is a non-profit citizen's advisory committee established by 10A O.S. § 2-4-109 to aid in the more effective administration of law relating to youth. CJJ provides counsel, advice, and assistance to the Oklahoma County Juvenile Bureau (OCJB) for the purpose of enhancing services to at-risk youth, in part by applying for grants to help fund projects and programs that will benefit the community and the cause of juvenile justice.

Past grants awarded to the CJJ include the *Connect to Redirect Initiative* funded by Arnall Family Foundation, Gaylord Foundation, and Oklahoma Bar Foundation, which assisted the OCJB's efforts to provide trauma-informed and responsive services to youth involved in Oklahoma County's juvenile justice system. CJJ has also been awarded an IOLTA grant from the Oklahoma Bar Foundation in support of the OCJB's *Literacy Initiative*, which provides literacy enhancement services to youth who have been assessed as needing assistance. The success of CJJ is largely contributed to the generosity of our partners in the community and their commitment to helping at-risk youth succeed.

CJJ was founded in 1992 under the name Public Private Partnership for Juvenile Justice. The name was changed in 1999 to better communicate the mission and purpose of the committee to the citizens of Oklahoma County. CJJ is made up of an employee of the public schools of Oklahoma County, a professional social worker, a member of the Board of County Commissioners, an attorney licensed to practice in the State of Oklahoma to be selected by the members of the Oklahoma County Bar Association, and three (3) other members selected, at will, by the Chief Judge of the Juvenile Division. All members serve on a voluntary basis and bring their unique perspectives together to provide advice and counsel to enhance the services for the at-risk youth of Oklahoma County. CJJ met during Fiscal Year (FY) 2022 on the following dates: August 4, 2021, October 6, 2021, December 1, 2021, April 6, 2022, and June 1, 2022.



CJJ Board of Directors

Tim Baker, Treasurer
(pictured left)

Frank Turner, President
(pictured middle)

Willard Linzy, Secretary
(pictured right)

About the Oklahoma County Juvenile Bureau

The Oklahoma County Juvenile Bureau (OCJB) is a juvenile justice agency comprised of six (6) departments: Business, Court Services (Intake and Diversion Services Unit and Probation Services Unit), Detention, Human Resources, Janitorial, and Maintenance.

The Court Services and Detention departments are responsible for the direct provision of services to our clientele. Both departments provide high-quality services, adhering to the agreed upon best practices in juvenile corrections, as evidenced by their ability to maintain American Correctional Association (ACA) accreditation. The OCJB works closely with the Juvenile Division of the Oklahoma County District Court to provide intake and diversion services, probation supervision, and secure short-term detention for at-risk youth within Oklahoma County twenty-four (24) hours a day, seven (7) days a week.

As a juvenile justice agency, our focus lies in public safety and rehabilitation. The Executive Team, as it was organized on July 1, 2022, is pictured below.



Estabraq Al-Adhami,
Building Maintenance
Superintendent



Margie Byrd-Dean,
Director's Secretary/
Janitorial Supervisor



Hannah Dix,
Human Resources
Manager



Hajr Brown,
Chief of Court Services



Bruce Henley,
Chief of Detention
Services



Valerie Lee,
Business Manager

Mission and Values

We will carry out the intent of the Oklahoma Juvenile Code, as expressed in 10A O.S. § 2-1-102. The Oklahoma County Juvenile Bureau's (OCJB) mission statement declares, "The Oklahoma County Juvenile Bureau exists to enhance public safety by reducing juvenile delinquency." We continue to pursue our mission through means that are fair, just, and guided by our core values:

- 1) Youth Potential — **"Believe in their future."** — We know that all youth have individual strengths and are capable of positive growth; we will work to cultivate this belief within the youth themselves. We will identify the unique characteristics and needs of each youth and use evidence-based approaches to provide the individualized treatment and opportunities for personal growth needed to set them up for long-term success.
- 2) Family — **"It takes a village."** — We believe in the significance of the family and other positive support systems as an essential source of nurture and guidance. We will invest resources in family-focused strategies and services to support and educate families and caregivers, not to replace them.
- 3) Education — **"Knowledge is power."** — We value and will provide educational experiences that will help our clients develop life skills and present new opportunities in their lives. We will promote the growth and development of employees by providing training and education to guide each employee towards achieving his/her full potential.
- 4) Accountability — **"No excuses, get it done."** — We set and uphold high standards for ourselves and our community. We are accountable to each other, our supporters, our auditors, our partners and, above all, our youth. We will measure the outcomes of our services and adjust policy, procedure, and programs as needed to produce the intended outcomes.
- 5) Diversity — **"Not my way, not your way, OUR way."** — We recognize and value the uniqueness of individuals and are committed to a culture of acceptance and inclusivity. We believe that individuality increases organizational and community value and capacity.
- 6) Collaboration — **"Together Everyone Accomplishes More"** — We value and cultivate effective community partnerships and volunteers to enhance the services that are available to youth in our community. We know that teamwork within the organization, engagement with the families we serve, and development of collaborative relationships with law enforcement and other outside agencies in areas of mutual concern are essential in carrying out our mission.
- 7) Integrity — **"Do the right thing."** — The OCJB maintains strong moral principles in its administrative, service, and outreach activities. We strive to maintain the integrity of the law and develop individual responsibility for lawful behavior in our clients.
- 8) Innovation — **"Think outside the box."** — We understand that change is a necessary ingredient to support a healthy organization. We are committed to identifying areas in need of improvement and finding solutions to meet the needs of our youth and their families. We will practice data-driven decision making to ensure we are achieving our intended outcomes.
- 9) Persistence — **"Never give up; fall down seven times, stand up eight."** — We recognize that true change does not happen quickly. We will not give up when problems are difficult or take a long time to solve.

FY 2022 Goals

During Fiscal Year (FY) 2022, employees from all levels within the Oklahoma County Juvenile Bureau (OCJB) worked towards completing the strategic plans goals, which were developed in April 2018. Goals within the strategic plan were broken down into five (5) categories: Open Lines of Communication, Improve Data Collection and Application, Increase Job Satisfaction Amongst Employees, Connect to Redirect, and Training. Each department head is responsible for their department's goals, and ensuring they are completed or revised during Fiscal Year (FY) 2022.

A full personnel file audit was completed by the Human Resources Department on each OCJB employee to ensure consistency and standards are maintained. Monthly newsletters were administered detailing proper hygiene techniques as it pertains to the workplace and COVID-19. Severe weather drills were facilitated to ensure employees knew the proper location to shelter in the event of severe weather. An employee survey was administered in December 2021 to measure improvements in job satisfaction, which was compared to past year's surveys.

Quarterly collaboration meetings were conducted between the Court Services Department and the Oklahoma County Juvenile Detention Center (OCJDC) to create an ongoing dialogue between the departments. Quarterly collaboration meetings were also held between the Court Services Department and the Assistant District Attorney's (ADA) Office, Public Defender's (PD) Office, and the Office of Juvenile Affairs (OJA) to strengthen the relationships between the organizations. Nurture Groups, Spark events, and Family Nights were conducted each quarter to foster connections between the Court Services Officers and the youth they serve. Quarterly in-house trainings were conducted of policies, procedures, and programs to build trust and enhance officer buy-in. Employee orientation training was evaluated and revised to ensure all curriculum is current with policies and procedures.

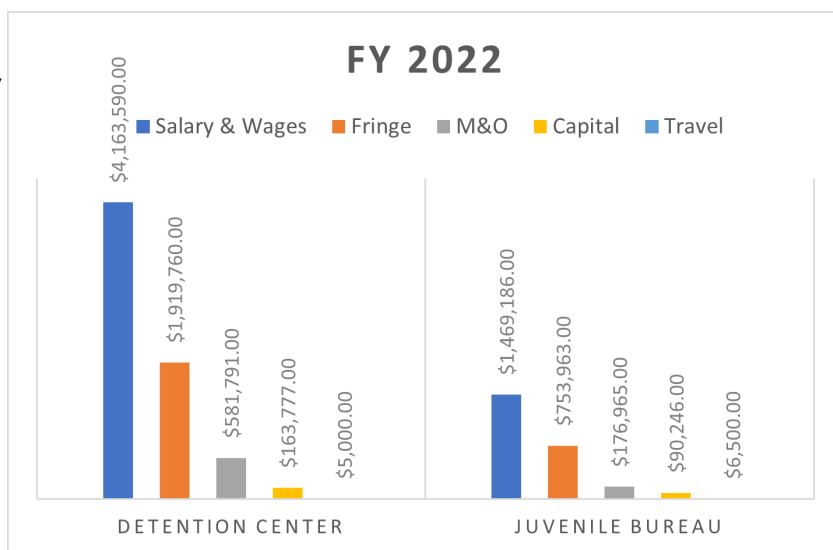
In the OCJDC, COVID-19 testing was implemented for residents, which included a new policy and procedure. A calming room was created in the OCJDC for residents who are struggling to manage their emotions. The OCJDC organizational chart was revised, and military-rank structural changes were implemented. The intake and admissions procedures was revised to ensure safety throughout the admissions process for residents and staff. Monthly training meetings were conducted for all training staff, administration, and others as needed to openly communicate, assess needs, and measure progress. All OCJDC supervisors were trained in Medication Administration Training (MAT) to provide support for medical staff. Other trainings included: First Aide/CPR, Therapeutic Options, and defensive tactics. A kitchen training program was created to ensure all kitchen staff receive a minimum of forty (40) hours of relevant training.

While this is a short list of goals established by the OCJB, many departments implemented departmental goals to motivate and encourage their employees. OCJB employees will continue to work collaboratively to accomplish goals set out within the strategic plan.

Budget and Personnel

Budget — The Oklahoma County Juvenile Bureau (OCJB) operates on Fiscal Years (FY) from July 1st through June 30th. The 2021—2022 FY started OCJB with a “stand still” budget, which means the department starts out the FY with the same budget as it was appropriated the previous FY. The initial appropriation for FY 2021-2022 was a combined total of \$8,425,163. The budget is divided into two (2) separate budgets with separate cost centers: Detention—525 (\$6,002,505), and Juvenile Bureau—526 (\$2,422,658). In September 2021, OCJB was appropriated an additional \$905,614; Detention (525) received \$831,413/\$6,833,918 and the Bureau (526) received \$74,201/\$2,496,859. This brought the total OCJB combined budget for FY 2021-2022 to \$9,330,778. This amount represents an overall increase of \$1,184,483 from the previous FY (2019-2021: \$8,146,295). This appropriation provided for a 3% cost of living raise for all OCJB employees, funds to cover Health Insurance increases, annualization of the Culinary Arts Specialist salary and benefits, funds to cover the purchase of a Fingerprinting System, A/C units, Window Tinting of D-unit, additional microphone with video, painting, and a new custom entry door for the medical clinic in the Detention Center. Funds also used to purchase a Generator for the building, Free Cooling Valves, replaced 2 - 8” Butterfly Valves, and carpet for all Administrative Office areas.

The graph represents the five (5) areas of budget allocation: Salary and Wage, Fringe Benefits, Maintenance and Operations, Travel, and Capital.



Personnel — During FY 2022, the OCJB was approved to fill one-hundred fifty-nine (159) full-time and four (4) part-time positions. The average number of employees on payroll was one-hundred forty-four (144), giving the OCJB a 91% staffing rate on average. This is a 3% decrease from FY 2021. This is partly due to the addition of sixteen (16) additional positions this fiscal year in preparation for the addition of higher level offenders with a change in federal law requiring all juveniles, regardless of offense, be housed in a juvenile facility. In preparation for this change, those sixteen (16) positions were added to assist with staffing.

The Detention Officer series had the highest turnover rate within the OCJB. Out of ninety-three (93) employees who left employment, sixty-one (61) of those employees were Detention Officers, making up sixty-six (66%) of our employee departures. This is a 10% decrease from FY 2021. Out of the ninety-three (93) employees who left employment, 80 (86%) left voluntarily; 13 (14%) were terminated; 35 (38%) left within their first ninety-days of employment; and 66 (71%) left within their first year of employment.

Breakdown of Positions for Detention, Core Services, and Court Services

Detention:	105 FT	3 PT	108
Core Services:	20 FT	-0-	20
Court Services:	34 FT	1 PT	35 *
	159 FT	4 PT	163 TOTAL

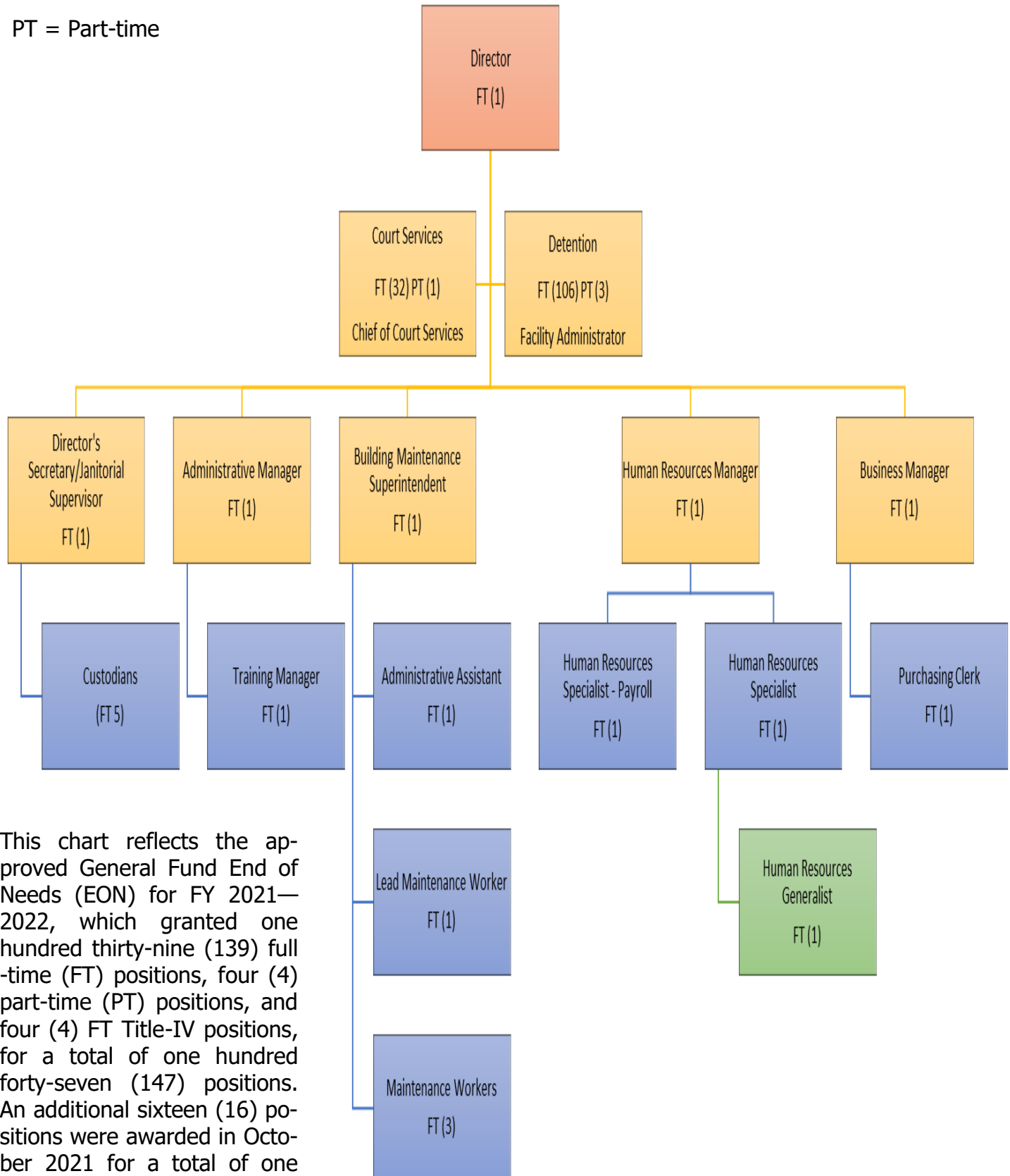
*** Includes four (4) Title IV positions.**

During FY 2022, a 3% Cost of Living Raise (COLA) was awarded to all Oklahoma County Employees. An additional 2% Merit Raise was given to employees who met certain criteria based upon tenure, performance review, and lack of recent formal disciplinary actions taken against them.

OCJB Organizational Chart Beginning FY 2022

FT = Full-time

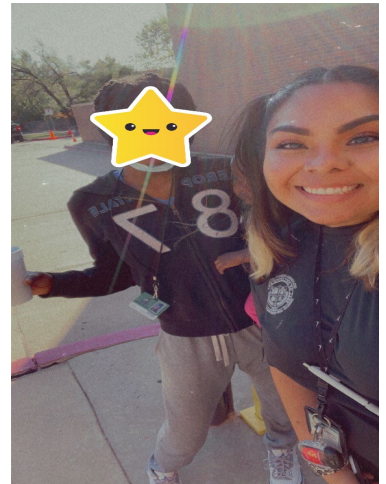
PT = Part-time



This chart reflects the approved General Fund End of Needs (EON) for FY 2021—2022, which granted one hundred thirty-nine (139) full-time (FT) positions, four (4) part-time (PT) positions, and four (4) FT Title-IV positions, for a total of one hundred forty-seven (147) positions. An additional sixteen (16) positions were awarded in October 2021 for a total of one hundred sixty-three (163).

OCJB Highlights

Bridging the Gap — On October 19, 2021, the Oklahoma County Juvenile Bureau (OCJB) hosted its second Bridging the Gap event in conjunction with the Midwest City Police Department. Law enforcement officers visited residents in the Oklahoma County Juvenile Detention Center (OCJDC) and youth on community supervision to play games and share a meal. With growing tensions between law enforcement and the community in the past year, Bridging the Gap was intended to create an opportunity for informal, enjoyable interactions between law enforcement and youth of Oklahoma County.



Intake and Diversion Services Unit

The Intake and Diversion Services Unit's (IDSU) core responsibilities are conducting initial screening of youth prior to admission into the Oklahoma County Juvenile Detention Center (OCJDC), collecting of information to aid in determining appropriate action, and the supervision of non-adjudicated youth. Intake Officers (IO) are available twenty-four (24) hours a day, seven (7) days a week, three hundred sixty-five (365) days a year to receive and screen calls from various law enforcement agencies within Oklahoma County requesting admission of a youth into the OCJDC. During the Pre-Adjudication Detention Screening process, the IO ensures the youth meets the criteria set forth in 10A § 2-3-101 and evaluates the youth's age, current offense, past history, potential threat to him/her self and/or the community, and the likelihood that he/she would return to the court when ordered. Based on this criteria, a decision is made to detain the youth or make him/her releasable to a parent/legal guardian/custodian.

Following receiving of each new referral, the assigned IO arranges an appointment with the youth and his/her parent/legal guardian/custodian to conduct a Preliminary Inquiry (PI) interview. Based on this interview and other pertinent information, the IO makes a recommendation to the District Attorney's (DA) Office for appropriate action. The IDSU conducted eight hundred thirty (830) initiated intakes during Fiscal Year (FY) 2022, which is up from six hundred fifty-seven (657) during FY 2021. Six hundred twenty-five (625) fully completed intake conferences with youth of Oklahoma County were completed during FY 2022.

Top Five Offenses Referred to the IDSU in FY 2022:

- 1) Burglary
- 2) Unauthorized Use of a Motor Vehicle
- 3) Possession of a Firearm by a Minor
- 4) Possession of Firearm after Former Conviction
- 5) Burglary II

Another major responsibility of the IDSU is the supervision of non-adjudicated youth, commonly known as "diversion." There are two (2) types of diversion plans: Informal Adjustment without Petition (IAWP), which is the lowest level of supervision, and Defer Delinquency Adjudication Proceeding (DDAP). As an alternative to filing a charge against a youth, the IO may monitor and supervise a diversion program when agreed upon by the youth, the parent/legal guardian/custodian, the DA, and in some cases, the court. This process is in place to correct the presenting behaviors with minimal legal intervention. The use of DDAP decreased from one hundred forty-six (146) during FY 2021 to one hundred thirty-one (131) during FY 2022, which was a 10.3% decrease. The use of IAWP increased from fifty-nine (59) during FY 2021, to eighty-three (83) during FY 2022, which was a 24.58% increase. The rate of successful completion for IAWP and DDAP agreements for FY 2022 was 80.0% successful completion, which is down from 83.4% during FY 2021.

The ethnic breakdown of youth referred to the IDSU during FY 2022 are as follows: African American 51.31%, White 26.34%, Hispanic 16.01%, Native American 4.41%, Asian 0.13%, and 1.8% identified as "Other."

There were five hundred forty-eight (548) Crimes Against Property (33.1%), four hundred thirteen (413) Crimes Against Person (25.0%), two hundred thirty-three (233) Weapon Offenses (14.1%), one hundred seventy-six (176) Drug/Alcohol Offenses (10.6%), one hundred forty-five (145) Public Order/Public Decency (8.8%), seventy-eight (78) Crimes Against Person-Sex Crimes (4.7%), and sixty-two (62) crimes identified as "Other" (3.7%).

During each preliminary inquiry, Intake Officers administer the Slosson Oral Reading Test.

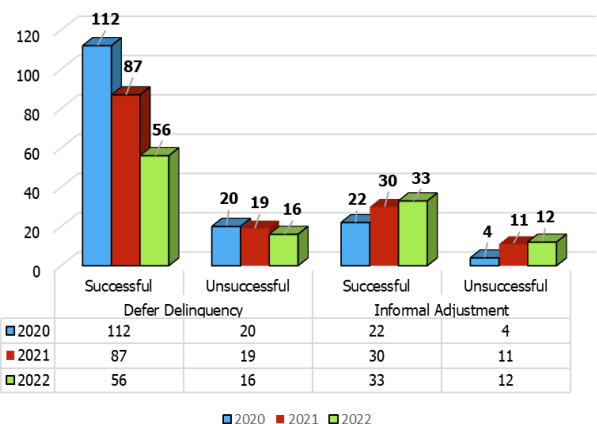
Of youth assessed in FY 2022:

- **47.0%** were reading at or above their grade level.
- **20.8%** were reading 1—2 grade levels below.
- **12.85%** were reading 3—4 grade levels below.
- **19.3%** were reading 5-12 grade levels below.



Youth who are reading two (2) or more years below their current grade level are required to attend a literacy enhancement program.

Defer Delinquency and Informal Adjustment Closures FY 2020-2022



Probation Services Unit

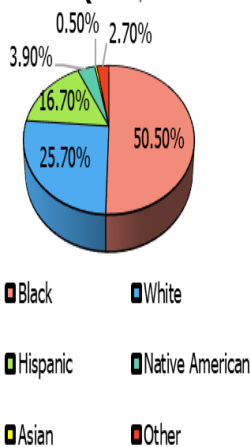
The Probation Services Unit (PSU) provides case management, education, advocacy, and accountability for adjudicated youth. Probation is a legal status imposed by the court upon entering a disposition order. It allows youth who have been adjudicated to remain in the community under the supervision of the court rather than being placed out of the home. Each probation youth is provided with an individualized treatment and service plan that is tailored to address their specific criminogenic needs. The PSU supervised three hundred seventy-six (376) youth during Fiscal Year (FY) 2022, down from four hundred eight (408) youth during FY 2021. The average number of days for probation supervision during FY 2022 was three hundred seventy-two (372) days, down from four hundred one (401) days during FY 2021. The average number of days in detention for an adjudicated youth supervised by the PSU in FY 2022 is eleven (11) days. The top five (5) offenses on probation supervision have remained largely the same since FY 2020; however, the charge of "Possession of Firearm," has entered the top five (5) offenses during FY 2022.

Top Offenses on Probation Supervision

Referred to the PSU in FY 2022:

- 1) Unauthorized Use of Motor Vehicle
- 2) Possession of Firearm
- 3) Assault & Battery
- 4) Burglary II
- 5) Possession of Controlled Dangerous Substance

Ethnic Breakdown (PSU)

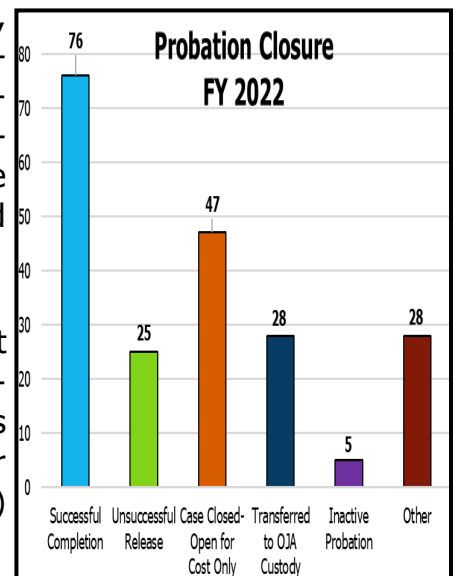


The majority of youth placed on probation in Oklahoma County during FY 2022 were African American, male, and sixteen (16) years old. Of the youth on probation, 42.8% reported living in a home raised by a single mother, 6.5% were living in a home with their father, 8.5% resided with a biological parent and a step-parent. The ethnic breakdown of probation youth has remained largely the same since Calendar Year (CY) 2015.

Substance abuse remains a major concern for our youth. During FY 2022, 58.0% of the youth served by the Court Services Department identified as struggling with substance abuse. The Oklahoma County Juvenile Bureau (OCJB) continues to struggle with adequate substance abuse treatment programs for our juvenile population; however, youth who have identified as needing assistance with their substance abuse are referred for drug testing, substance abuse counseling, and/or court-ordered to attend a substance abuse program, such as the Alcohol/Drug Substance Abuse Course (ADSAC) offered at the OCJB and facilitated by Specialized Outpatient Services, Inc.

By the end of FY 2022, eight (8) of the twenty-seven (27) Court Services Department employees (29.63%) had served with the department for five (5) or more years, twelve (12) employees (44.44%) had served with the department more than one (1) year and less than five (5) years, and seven (7) employees (25.93%) had served with the department for less than one (1) year.

Probation Closure FY 2022



Court Services In-House Youth Programs FY 2022

The return of Court Services programs gradually resumed within the building throughout Fiscal Year (FY) 2022; however, continued to follow the COVID-19 mandates, procedures, and safety guidelines to ensure a comfortable environment and safety for employees, facilitators, youth participants and additional personnel for those programs that were not being conducted virtually.

The **Connect to Redirect Caregiver Workshop** revised their class schedule to provide a four (4) week curriculum designed to teach parents/legal guardians/custodians productive tools to build a better connection with their child(ren) and families. The workshop discusses trauma, understanding how trauma effects behavior and decision-making, how parental trauma impacts relationships, how to improve communication, and connecting/correcting principles. The workshop is facilitated by LaToya Moore, Youth Guidance Specialist Manager, and Jaquisha Johnson, Youth Guidance Specialist, and includes The Halo Project's "Making Sense of Your Past Worth" curriculum that includes a more individualized approach for parents/legal guardians/custodians to include individual, interactive activities and pre/post tests (for youth and parents, etc.) to assist with identifying the top outcomes and additional services, if needed. During FY 2022, one (1) parent/legal guardian/custodian successfully completed the program.

The **Youth Awareness Program (YAP)** is a free diversion resource that is designed to *divert* youth ages 10 - 16 who are demonstrating concerning behaviors from entering the criminal justice system. This program is facilitated by Matthew Hankins, Intake Specialist, with assistance from Court Services Department personnel. YAP uses an educational approach that provides information and referrals to community resources, while opening lines of communication between youth and their families. During FY 2022, eight (8) youth successfully completed YAP.

Literacy/Tutoring Initiative (It's LIT) Program - The Citizens for Juvenile Justice (CJJ) was awarded a grant from the Oklahoma Bar Foundation (OBF) for the 6th consecutive year to fund the Literacy/Tutoring Initiative program. The goal of the Literacy/Tutoring Initiative is to improve the reading, spelling, and comprehension abilities of OCJB youth, measured by Slosson Oral Reading Test (SORT-R3) and Challenger Placement Tool for appropriate curriculum placement. The program was facilitated by Malik Dulan, M. Ed., from July - December 2021 and Todd Mihalcik, M. Ed., from January - June 2022. Incentive gift cards used to encourage youth to be on time to each session. During FY 2022, twelve (12) youth completed the literacy program and fourteen (14) youth tested out of the Literacy/Tutoring Initiative through the pre-assessment Challenger Placement Tool.



The **Alcohol/Drug Substance Abuse Course (ADSAC)** is an interactive educational course created to examine and change high-risk behavior associated with substance abuse and use. The course was facilitated by David Williams, LADC, LMFT with Specialized Outpatient Services, Inc. (SOS, Inc.) from June 2020 to December 2020 and James Patterson, Chief Executive Officer with SOS, Inc. from January 2021 to June 2021. This ten (10) week curriculum is designed to teach youth about the risks and consequences of exposure to alcohol and other drugs, and how substance use affects their health, family, and community. Oklahoma law requires completion of this course by all first-time offenders of Driving Under the Influence (DUI), Driving While Intoxicated (DWI), or alcohol/drug-related offenses. During FY 2022, twenty-five (25) youth successfully completed ADSAC.

Court Services In-House Youth Programs FY 2022 Continued

Independent Living Skills (ILS) is a four (4) week program that provides a curriculum designed to give youth the tools they need to become more self-sufficient. Group sessions include: Substance Abuse, Education/Employment, Managing Your Emotions, and Budgeting/Credit Score. The program was facilitated by Cameron Riggs, Intern for the University of Oklahoma (OU) with Pivot, Inc. from July 2021 to December 2021 and Morgan Brown, Life Skills Manager with Pivot, Inc. from January 2022 to June 2022. During FY 2022, twenty-two (22) youth successfully completed the program.

The **STAAR Foundation Mentoring (STAAR) Program** is a three (3) stage mentoring program for adjudicated and non-adjudicated youth, ages 12-18. The program combines a twelve (12) week workshop, provided through one-on-one and group mentoring, that includes intensive follow-up and support. The workshop discusses personal interests, discovering/developing personal identity, and internal and external assets. After completion of the workshop, youth will be matched for one-on-one mentoring. Group sessions include: Igniting Sparks, Communication Skills, Conflict Resolution, Problem Solving, Decision Making, Looking to the Future, and Creating Your Vision through Setting Goals. STAAR is facilitated by Katawna Stephens, Vice-President/Director of Programs, and co-facilitators Mavis Irwin, Mentor, and Courtney McClain. During FY 2022, eleven (11) youth successfully completed the program. The program did not wish to renew their three (3) year contact and the program concluded the first quarter of 2022.

The **Council for Boys and Young Men** is an eight (8) week, strengths-based group approach for boys and young men to promote their safe and healthy passage through pre-teen and adolescent years. In this structured environment, boys and young men gain the vital opportunity to address masculine definitions and behaviors, and build their capacities to find their value and create lives - individually and collectively. The Council for Boys and Young Men, developed by the One Circle Foundation, is being utilized effectively in schools, churches, residential treatment centers, group homes, and juvenile justice systems across the country. The Council for Boys and Young Men was facilitated by Court Services male Officers and resumed facilitation of the program for the remainder of the FY. During FY 2022, twenty (20) youth successfully completed the program. The program concluded the last quarter of 2021.

Mindfulness for Teens in 10 Minutes a Day uses a series of book-based exercises to feel calm, stay focused, and be your best self. This book is used for conducting a four (4) week program, in a peaceful setting to show youth how to take control of stress (negative and positive) and become the boss of their feelings, while boosting their focus. These guided exercises assist youth to practice and develop essential mindfulness strategies through high school and beyond. The simple and effective exercises fit perfectly into a daily routine and make it easy to keep youth in the here and now, tackle challenges one at a time, and make the most of every minute. The program was facilitated by Brooke Smith, Intake Officer III, Carrie Wyatt, Intake Officer II, Elizabeth Vega, Administrative Assistant - Support, and Michelle Boivin, Administrative Assistant - Court Services Department. The curriculum was revised from two (2) weeks to a four (4) week program for calendar year 2021. During FY 2022, five (5) youth successfully completed the program.

Project N.O.F.E.A.R. Wyjuana Montgomery, program facilitator, is an international speaker and award-winning author, based in Oklahoma City. She has developed a six (6) week teen girl mindset program based on her 2-time award-winning book, "Bold Brave and Courageous: A NO FEAR Success Guide for Teen Girls." This book has positively impacted girls all the way from Okmulgee, Oklahoma, to Gaborona, Botswana. She has also worked with the Central Oklahoma Workforce Innovation Board (COWIB) and the Oklahoma Successful Adulthood (OKSA) program to impact the lives of teen girls, particularly those facing hard times and about to age out of foster care and begin life on their own. During FY 2022, four (4) youth successfully completed the program. The program concluded the last quarter of 2021.



Court Services Highlights

Court Services Department — The Court Services Department consists of the Chief of Court Services, Executive Assistant, Administrative Assistant — Court Services, Administrative Assistant —



Support, Administrative Assistant — IDSU, Community and Program Resources Manager, Training Manager, Training Specialist, Intake Specialist, Intake Supervisor, Intake Officer III, Intake Officer II, six (6) Intake Officers, three (3) Probation Supervisors, two (2) Probation Officer II's and nine (9) Probation Officers.

Family Night Events — One (1) of the Court Services Department's favorite connecting strategies through Trust-Based Relational Intervention (TBRI) is the quarterly Family Night events. Each event is intended to feed youth and his/her family, engage them in fun activities, and establish a safe, caring relationship between the Officer, the youth and his/her family. Family Night events communicate that the intention of the Officer is to care for and support families, not punish them. Family Night events effectively establish rapport between Officers and families which is critical when Officers are required to redirect youth and caregivers in the future. The OCJB has slowly transitioned Family Night events into the community with the intent to establish community connections for the youth and their families but also provide positive experiences with the overall goal that the youth and their families will return to the community, whether it's a Bowling Alley, Skating Rink, Park, etc. to continue to build up the community in a positive way. The first implementation of Family Night started in June 2019 where four (4) youth attended. In FY 2022 the Court Services Department has maintained an average of thirty (30) plus youth in attendance, not including their families who have attended and participated in Family Night.



Court Services Highlights Continued

Pretrial, Probation, and Parole Supervision Week — July 19 — 25, 2021 was Pretrial, Probation, and Parole Supervision Week (PPPS) at the Oklahoma County Juvenile Bureau (OCJB). PPPS week is an



annual celebration with the goal of raising awareness about the amazing work that community corrections professionals do every day. This week also provides the Chief of Court Services and Support Staff with a special opportunity to recognize the dedication and accomplishments of the Intake and Probation Officers. The Board of County Commissioners took the time to celebrate each Intake and Probation Officer, who provide direct supervision for youth involved in the court-system. The OCJB partnered with a two (2) community vendors who assisted in providing brunch and lunch.



Nurture Groups and Spark Events — During Fiscal Year (FY) 2022, the Court Services Department focused on building Nurture Groups and Spark Events. Nurture Groups create a safe, playful environment where youth are able to learn and practice new life skills. A Spark is a passion, interest, or hobby that gives one's life meaning. In February 2022, the Court Services Department hosted a Natural Hair Tutorial, in March a Yoga Fitness, and meditation, April Hip-Hop Zumba, and in June a Nurture Group. Each event was a success; not only did the youth attendance exceed our expectations, but we had multiple parents/legal guardians/custodians attend. The youth are not incentivized for attending any of these events. It's solely their passion and desire in building their relationship web along with having the opportunity to engage in their Spark.



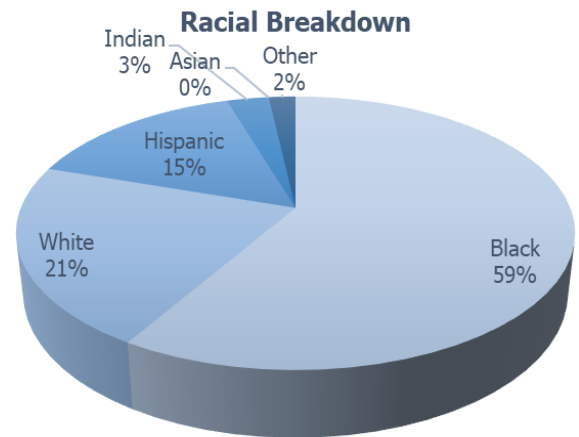
Detention Services

The Oklahoma County Juvenile Detention Center (OCJDC) is an eighty (80) bed facility designed for the temporary care of juveniles who require secure custody in Oklahoma County. During Fiscal Year (FY) 2022, the average daily population was highest in February 2022 (73) and lowest in July 2021 (31). Youth are cared for in the OCJDC while they are awaiting a court hearing to determine appropriate action or for a bed in a placement facility to become available. Youth may also be held short-term as a sanction for violations of their court ordered supervision plans. The average length of stay in the OCJDC during FY 2022 was twenty-nine (29) days. On average throughout FY 2022, fifty-one (51) of the seventy-eight (78) beds available in the OCJDC were occupied.

During FY 2022, the OCJDC housed six hundred fifty-two (652) youth: five hundred fifty-four (554) males (85%), and ninety-eight (98) females (15%). A majority of these youth (59%) were African American. Residents ranged in age from thirteen (13) to eighteen (18) with the most common age for residents being seventeen (17) years old.

A majority of residents (55%) were admitted for felony charges with only 8% being admitted for misdemeanors. The remaining youth were admitted for bench warrants or a judicial order to detain. Many youth who had been admitted to the OCJDC in the past were re-admitted during FY 2022; 40% of youth admitted had been previously admitted at least once and 12% had been

admitted four (4) or more times. The most common offense resulting in detention admission during FY 2022 was Unauthorized Use of a Motor Vehicle; 8% of residents were admitted for this offense. The second most common offense was Possession of a Firearm After Former Conviction, which accounted for 5% of admissions. The most common referring agency was the Oklahoma City Police Department, which brought in 58% of youth.

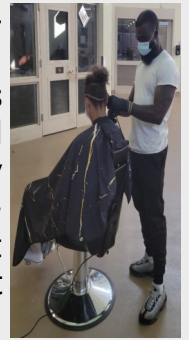


The OCJDC is licensed by the Office of Juvenile Affairs (OJA) and is subject to their rules and regulations. Regular audits conducted by OJA and other regulatory agencies have proven the quality of care and level of accountability of the facility and staff far exceed the minimum requirements. The OCJDC was audited by OJA in December 2021 and June 2022 and was awarded an updated license to operate through June 2024. The OCJDC was last re-accredited by the American Correctional Association (ACA) following an audit in December 2020. The facility was found to be in compliance with 100% of mandatory and non-mandatory ACA standards. ACA audits for re-accreditation occur once every three (3) years, with the next audit occurring in 2023.

A variety of improvements were made to the physical plant in FY 2022, including clear marking of all doors and security checkpoints and the installation of window tint and frosting to reduce communication between units. Large metal signs notating the facility rules were placed in each living unit and recreation area. The intake and admissions area was revamped to enhance officer safety during the admissions process. The open railing in Dayroom B was also enclosed with Plexiglas to enhance resident and staff safety while better utilizing the upstairs space.

Detention In-House Youth Programs FY 2022

The Hair Initiative is a diversity conscious non-profit that believes every child deserves the dignity of a good hair day. They have been a partner of the OCJB for years, but in Fiscal Year (FY) 2022 they outdid themselves by donating two (2) styling chairs and bringing in two (2) haircare professionals, a barber and a women's stylist, to tend our detention residents' hair. Prior to this, the facility contracted with a barber, but they did not offer styling and resources were stretched thin as our population grew. The services provided by the Hair Initiative ensured that all of our residents looked and felt their best throughout the year. The group not only provides great haircare services, but they listen to the residents' stories, offer advice, and encourage them weekly.



Mask Off is a new program facilitated by Youth Guidance Services (YGS) that helps residents analyze their identities, including the characteristics they may employ to disguise their hurt, fear, weakness, and trauma. Each resident is given a paper mask. On the outside of the mask, residents write down words to describe the persona they embody for protection and acceptance. On the opposite side of the mask, residents describe their true and authentic self. The group proceeds to discuss the negative impact their "mask" has on themselves and others and ways they can remove it and be true to themselves. Receptiveness to the program was astounding as youth quickly identified the traits they used to hide who they truly were and how they were sabotaging the person they truly wanted to be. One resident expressed in the form of rap lyrics: "I always felt like no one would want to know the real me, but now everyone hates the fake me, I just want to be free to be me." Staff and residents alike were able to relate in a new way, realizing that everyone wears a mask sometimes, but it is okay to take it off and be yourself.

Engage Learning STEM Education — One of the goals at the heart of everything we do is to provide the tools and experiences our youth need to rebuild and change their lives. This year, the great folks at Engage Learning have been teaching our residents some undeniably valuable skills through their STEM education program, including how to use a 3-D printer. The residents created



the planters pictured on the left using the 3-D printer. We want to thank Engage Learning for sharing their vast knowledge and showing our residents some of the amazing things they are capable of.

Making Sense of Your Worth — Thanks to the generous sponsorship of the HALO Project, two (2) of our YGS staff were able to attend Making Sense of Your Worth facilitator training in June 2022. This life-changing curriculum guides participants to identify the lies they have been conditioned to believe that result in low self-image and faulty belief systems. Participants then pinpoint where the lies came from and learn to replace them with the truth: we are all priceless and deserve to be seen, heard, and valued. YGS staff eagerly implemented the program with detention residents and in Court Services through the Connect to Redirect Caregiver Workshops.

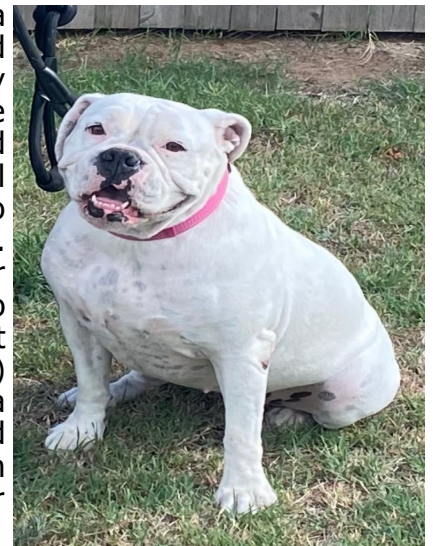
Holiday Celebrations — Mindful that our youth would not be home for the holidays, our YGS department took it upon themselves to ensure they had opportunities to celebrate. YGS hosted a Halloween Bash on October 29, 2021 complete with games and treats. Staff joined in the fun with a costume contest and residents selected the winner. On December 22, 2021, YGS hosted "Winter Wonderland." The residents participated in a variety of games including an "indoor snowball fight" (pictured) and opened thoughtful gifts from our generous community partners.



OCJDC Highlights FY 2022



Therapy Dog in Training — Stella (pictured right) is a four (4) year old English Bulldog/Boxer mix owned by Chief of Detention Services, Bruce Henley. Henley and Stella (pictured left) began attending classes at Full Circle Obedience in December 2021 to work towards therapy dog certification. This extensive training includes four (4) courses held weekly for four (4) to five (5) weeks each: First Step, Next Step, American Kennel Club (AKC) Good Citizen, and Therapy Dog. Stella is expected to complete training and begin her work as a therapy dog with



the residents of the Oklahoma County Juvenile Detention Center (OCJDC) by the end of 2022.

House Bill (HB) 2311 — On November 1, 2021, the OCJDC admitted thirteen (13) youth charged with Murder in the First Degree. Prior to a change in Oklahoma statute that went into effect that day, juveniles accused of certain crimes, including Murder I, could be held in a county jail. The Pawnee County Jail, who had been housing these juveniles since July 2021, warned that this population was especially destructive and hard to manage. An article published by KFOR on October 1, 2021 was titled "Unruly juvenile inmates cause \$10,000 worth of damage in Pawnee County Jail during temporary stay." The article explained that things were so bad, Pawnee County employees were threatening to quit. Despite these warnings, Director J'me Overstreet and Oklahoma County Juvenile Bureau (OCJB) staff and remained positive and focused on preparation. Staff from all departments worked tirelessly to prepare for the transition. With the support of the Oklahoma County Commissioners, the OCJB hired and trained fifteen (15) new Detention Officers and an Intake Specialist to assume additional responsibilities created by the new law. The OCJB purchased an iTouch Biometrics fingerprinting machine and trained Intake Specialist Matthew Hankins to fingerprint new residents and submit records to the Oklahoma State Bureau of Investigations (OSBI). The new law has affected how we manage and significantly increased our average population and length of stay. However, with proper structure and care, these youth are thriving in our facility. In fact, in the 2nd quarter of 2022, youth charged with Murder I accounted for only 11% of safety-based room confinements, although they made up 26% of the population.

Handle with Care — In May 2022, Major Robert Roy and Lieutenant Sade Coleman (pictured right) earned their Handle with Care Instructor Certifications. These certifications allow them to train others in the highly regarded behavioral management system. Handle with Care teaches the safest and most powerful verbal and physical intervention methods in the history of the industry. This model replaced Therapeutic Options, which had been used by the facility for several years prior. Major Roy and Lieutenant Coleman began training right away, graduating two (2) classes of Handle with Care certified officers by the end of Fiscal Year (FY) 2022.

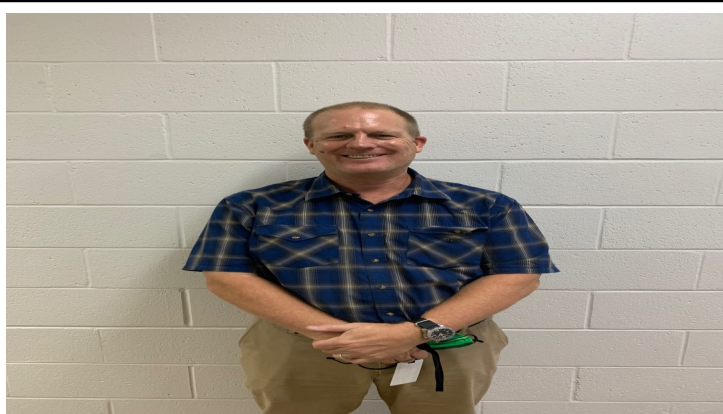


OCJDC Highlights FY 2022 Continued

DETENTION OFFICER WEEK — May 1—7, 2022 was Detention Officer Week at the Oklahoma County Juvenile Detention Center (OCJDC). We took the opportunity to show appreciation for our staff who are on duty caring for the youth of Oklahoma County twenty-four (24) hours a day, seven (7) days a week, three-hundred sixty-five (365) days a year. The Board of County Commissioners (BOCC) expressed their gratitude for the OCJDC employees and the daily contributions they make for the youth served.



Connecting Residents and New Staff — In June 2022, the Youth Guidance Services (YGS) Department arranged a staff vs. resident volleyball tournament to create an opportunity for fun and genuine connection. During the first event, one team was a group of our brand new staff during their orientation training period. The residents and new staff clicked instantly and the new staff were able to meet the residents in a fun and non-threatening setting. This was huge because we oftentimes have issues with residents and new staff, as residents tend to push the boundaries to see how the staff will respond. By making introductions in this way, a positive foundation was built for future relationships. Both residents and staff expressed how the tournament gave them an easy way to get to know each other. Based on the overwhelming positive feedback, we have incorporated these events into training for all new detention staff.



Extended Education Services (EES) Teacher of the Year — The OCJDC's educational program gained another teacher this year, Todd Mihalcik (pictured left), an upbeat teacher with years of experience teaching delinquent youth in the Oklahoma County Jail. Mr. Mihalcik was awarded the honor of EES Teacher of the Year during the 2021—2022 school year. EES includes multiple non-traditional school sites and presents unique challenges many teachers do not face. We applaud Mr. Mihalcik for his positive attitude and success working with our residents.

New Detention Rank Structure

Effective January 8, 2022, the Oklahoma County Juvenile Detention Center (OCJDC) adopted a new rank structure. The new titles are as follows:

Facility Administrator ➡ **Chief of Detention Services**

Assistant Facility Administrator ➡ **Deputy Chief**

Shift Supervisor II ➡ **Captain**

Shift Supervisor I ➡ **Lieutenant**

Facility Training Officer ➡ **Sergeant**

Detention Officers with one (1) year of service or longer ➡ **Corporal**

Youth Guidance Specialist II ➡ **Youth Guidance Services Manager**

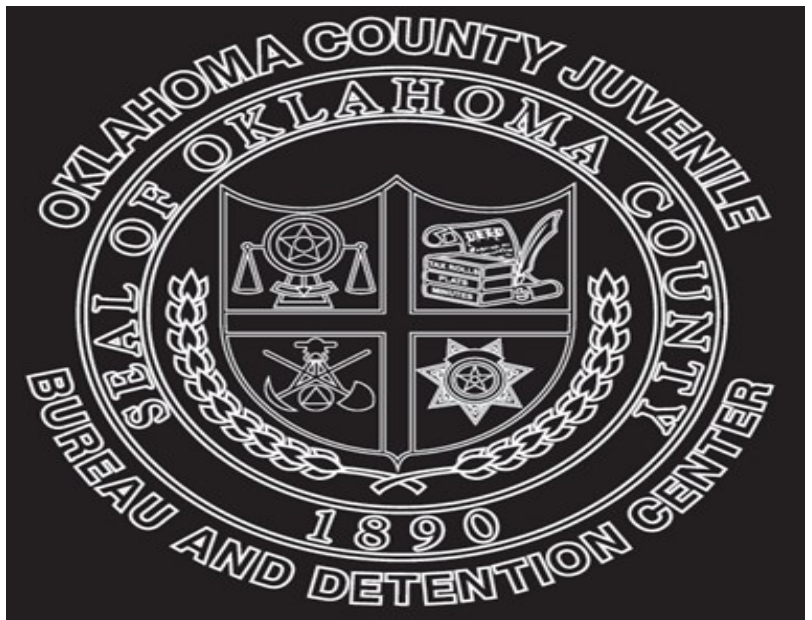
Lead LPN ➡ **Charge Nurse**

Major (New Position Added February 2022)

All Captains, Lieutenants, Sergeants, and Corporals were presented with collar brass to indicate their rank.



Chief of Detention Services,
Bruce Henley, pins collar brass
on Captain Andre Hayes.



7:00 a.m. — 3:00 p.m. Senior Staff

Front row, from left to right: Corporal Vaughn,
Corporal Edwards, Corporal Cabrera.

Middle row, from left to right: Corporal Lopez,
Corporal Forkel, Corporal Truss,
Corporal Allensworth.

Back row, from left to right: Lieutenant Erlen-
bach, Sergeant Rexroad, Corporal Smith, Cor-
poral Gomez, Corporal McJunkins,
Captain Hayes.

Not pictured: Sergeant Brittain, Corporal Tharp.



New Detention Rank Structure



3:00 p.m. — 11:00 p.m. Senior Staff

Front row, from left to right: Lieutenant Gonzalez, Sergeant Shannon, Corporal Coleman, Corporal Truss, Corporal Jones, Sergeant Coleman.

Back row, from left to right: Sergeant Rexroad, Corporal Ponder, Corporal Young, Sergeant Noble, Major Roy.



11:00 p.m. — 7:00 a.m. Senior Staff

From left to right: Corporal Hendershot, Corporal Cammon, Lieutenant Walker, Corporal Berry.

Not pictured: Lieutenant Clincy, Corporal Leintheu.

In Loving Memory of Deshawnah Afoa

Facility Training Officer, Deshawnah Kuaea Afoa, an Oklahoma County Juvenile Bureau (OCJB) employee of eight (8) years, passed away on October 14, 2021. Officer Afoa worked the 11:00 p.m. — 7:00 a.m. shift and was highly regarded for her extensive knowledge of detention operations. She was a team player, always willing to step up to ensure her shift ran smoothly. Officer Afoa was treasured by her OCJB family; countless staff attended her service at Triumph Family November 5, 2021, to pay their respects and support the Afoa family.



Deshawnah Afoa was born on March 30, 1982 in Westminster, California. She was one of seven (7) children; she had two (2) brothers and four (4) sisters. She was a wife to Falepouono Christopher Afoa and the mother of two (2) boys, Christopher and Shawn. Officer Afoa cherished her family above all and worked tirelessly to care for and support them. Officer Afoa was a blessing to us all is missed dearly.





Oklahoma County Juvenile Bureau

"Their Success is Our Success."

Kaitlyn Allen, District Judge
J'me Overstreet, Director

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