

YSB 101 Training

Landscape Analysis Overview



Who We Are

- Dillinger Research and Applied Data Inc (DillingerRAD) is a Connecticut-based 501(c)3 nonprofit that works with youth -centered organizations around their data needs and goals.
- For the last two years we have been working with CYSA and DCF to help your network of member organizations move towards expanded data capacity, management, and use.
- We understand the need for a flexible solution that can meet each of you where you are currently and provides the support and guidance you need.



What We Did



Landscape Analysis

Improving Outcomes for Youth Initiative Taskforce and JJPOC Approved Recommendations are to specify the mission and strengthen the capacity of YSB/JRBs statewide to serve a more robust diversionary function for the juvenile justice system and to

GOALS:

1. **Collect data** to better understand Functioning and Capacity.
2. **Analyze the data** to better understand where and when organizations are able to directly or indirectly provide services in accordance with state mandates.
3. **Identify barriers** that exist which limit an organization's ability to provide services in accordance with state mandates when gaps in services are found.

Surveys:

- 83 (94%) JRBs in Connecticut took part in a 167 question survey across 7 benchmarks
- 99 (96%) YSBs in Connecticut took part in a 154 question survey across 7 benchmarks.
- Both surveys were designed by DillingerRAD in collaboration CYSA and DCF.



The “Typical” CT YSB

Small, community-focused, and working with diverse community partners

- Has **2 or fewer full -time staff** and **2 or fewer part-time staff**
- Available services for children **0-20 years of age** with a focus on middle and high school youth
- **Funding limited** to addressing specific youth needs and providing specific programming
- Majority of budget is utilized for **staffing and programming**



- **Partner with 14 community organizations** to address youth need and partner with **7 community organizations** to provide events and programming
- Have **grown direct services** over the past five years but available external programming has stayed the same
- Have seen an **increase in the complexity** of Tier two cases
- Serve approximately **300 Tier 1 youth** per year and just over **100 Tier 2 youth** per year



- Have **unmet needs** in the community for both Tier 1 and Tier 2 youth
- Has **not seen a change in their overall budget** over the last five years .
- Collect **data on paper and excel sheets** primarily through intake forms and events and program documents



YSB Statewide Trends

Data Collection and Use

YSBs conduct internal evaluations but would benefit from tracking more data on services and youth outcomes.

What can you do? Get involved in the DCF funded project to move YSBs to online data collection.

Standards and Guidelines



YSB staff bring diverse skills to the work but organizations would benefit from more alignment on statewide best practices.

What can you do? Review and develop organizational protocols to help focus and guide your work.

Identify, Match, Access Services

YSBs have lots of program options available to address the increasing complex cases but would benefit from more consistent methods for needs identification and screening.

What can you do? Utilize available screening tools such as Ohio scales.

Training and Staffing

YSB staff are knowledgeable about protocols and procedures but would benefit from additional training and professional development.

What can you do? Investigate possible professional development and training opportunities.

Equity and Inclusion



YSBs are actively involved in LIST and collect community input but would benefit from developing a more concrete equity plan to drive the work.

What can you do? Work with organizational staff and stakeholders to develop an equity plan.

ACU Functions



YSBs active in their communities and advocacy but would benefit from more robust resource development and research/assessment practices.

What can you do? Investigate available community and statewide resources.

Community Hub


YSBs work with numerous community partners and work to identify need in community but would benefit from an expanded range of partners and increased frequency of data sharing.



What can you do? Pursue data partnerships with schools and other community organizations.



The “Typical” CT JRB

Serving one town, focused on restorative practices, and working with diverse community partners

- Has operated for **15 years**
- Serves **one town**
- Is run by the local **YSB** 
- Has **10 board members**
- 10 board members **attend each meeting**
- **YSB appoints** board members
- There is **no maximum # of terms** a member can serve

- Uses the **CYSA Protocols and Procedures** as is or with some modifications 
- Has access to **14 different service types** to utilize during creation of the JRB agreement
- Uses **trust & relationship building** questions during intake 
- Is **always** able to accept cases

- Allows families to **choose virtual or in-person** meetings
- Schedule meetings in **collaboration with family**
- Provides services **free of charge**
- Provides **translation services** if needed

JRB Statewide Trends

Training and Staffing

JRB staff bring diverse knowledge base but would benefit from additional training and professional development.

What can you do? Advocate for more virtual and on-demand statewide training opportunities.

Standards and Guidelines



JRBs have thorough guidelines on intake and meetings but would benefit from more specific guidelines on roles, responsibilities, and expectations for board members.

What can you do? Work with board members to develop more guidelines for staff.

Equity and Diversity



JRBs focus on diversity and experience when adding to the board but would benefit from additional training around bias and preventing prejudice.

What can you do? Investigate opportunities to provide staff with bias and prejudice training.

Individual Plans

JRBs offer emergency meetings and a variety of services but would benefit from more guidelines to help board members develop tailored agreements for youth.

What can you do? Work with staff and stakeholders to develop guidelines for the development of youth agreements.

Data Collection and Use

JRBs collect data regarding the progress of youth during the process but would benefit from increased information sharing with community partners.

What can you do? Pursue data partnerships with schools and other community organizations.

Restorative Practices



JRBs use restorative practices to guide conversations but would benefit from the use of additional restorative practices with regard to the process.

What can you do? Investigate opportunities to get staff trained and develop more restorative practices throughout the process.

Youth and Family Engagement

JRBs work with families to develop plans but would benefit from more consistent follow-up meetings during the contract period.

What can you do? Work with staff and stakeholders to develop protocols for conducting follow-up meetings.

Next Steps


Landscape Analysis State Level Report is currently available for review.

Tiering Sheets for Each Organizations

- Ahead of the CYSA Annual Conference
- We will be sharing individually
- Same basic info as the state level sheets
- There will be time at the conference to review

Expanded Data Project Commencing

- Ensure all organizations are collecting the same set of basic data points in a format that will allow easy analysis, sharing, and use.
- Meeting with Regional Chapters
- Engaging one-on-one with YSBs and their teams




Youth Service Bureaus

State Level Averages

104 YSBs serve 139 towns across the state

Total # of YSBs surveyed: 98

Connecticut has a general population of 3.6 million people in 8 counties and 169 towns



COMMUNITY

All figures reflect totals for towns covered unless otherwise noted

Town Data:

Avg. total population: **32,900**

Avg. population under 20yrs: **7,800**

Avg. median income: **96,800***

Avg. yearly total moved into town: **4000[^]**

School Data:

Avg. per pupil spending: **\$19,785***

Avg. enrollment: **4,400**

DRGs served statewide: **A, B, C, D, E, F, G, H, I**

ORGANIZATION

Based on information self-reported in the Landscape Analysis

Organization Details:

Avg. # of community partners: **14**

Avg. # of core staff (FT+PT): **2FT & 2PT**

On avg. did org. grow over last five years?: **Yes**

On avg. did org. budget grow over last five years?: **No**

Avg. number of tier 1 youth served in year: **300**

Avg. number of tier 2 youth served in year: **100**

Budget Info:

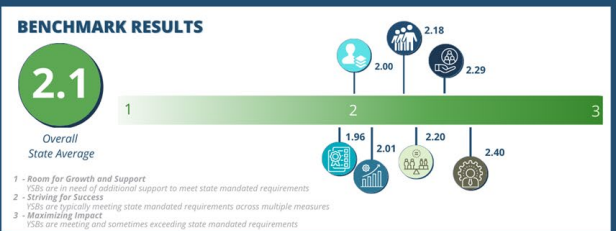
Avg. % budget DCF funded: **14.6**

Avg. % budget private grants funded: **4.1**

BENCHMARK RESULTS


2.1

Overall State Average




1 - Room for Growth and Support
 YSBs are in need of additional support to meet state mandated requirements
 2 - Striving for Success
 YSBs are typically meeting state mandated requirements across multiple measures
 3 - Maximizing Impact
 YSBs are meeting and sometimes exceeding state mandated requirements


STATE LEVEL HIGHLIGHTS:




Community involvement and advocacy activities are robust




Internally focused data collection practices are common




Staff members typically go through a thorough background check




Prevention efforts and community needs assessments are common



Community collaborations and input helps foster equity and inclusion




Working to identify youth need is common practice




Staff members are typically well informed regarding changes in the organization and in the town


RECOMMENDATIONS:




Identify methods for expanding and supporting administrative capacity will benefit all




Collection and use of youth progress and outcome data must be expanded




More explicit guidelines regarding process and standards would ensure youth receive consistent high-quality support




Supporting increased collaboration and information sharing would benefit the entire state



Developing guidelines around policies and practices that more directly address potential inequities is needed










Supporting increased access to and collaboration with community partners is critical statewide




Staff would greatly benefit from increased access to training and professional development

AREA BENCHMARKS

The following areas were selected to determine each YSB's functions and ability to provide services in accordance with state mandates.

-  **ACU Functions**-The YSB is able to fulfill the five ACU functions required by state statute.
-  **Equity and Inclusion**-Equitable practices are a focus and the YSB provides a means to help ensure that all youth and their families have access to programming and services.
-  **Data Collection and Use**-Thorough and informative data is collected and then utilized to help ensure decisions, changes, and processes are impactful and sustainable.
-  **Identify, Match, & Access Services**-The YSB has the capacity to identify and meet the needs of the youth and families in their communities.
-  **Standards and Guidelines**-Internal practices and processes are carefully thought out and planned to ensure consistency and fairness is addressed.
-  **Training and Staffing**-Individuals are provided with the necessary training and staff are chosen to provide a diverse and knowledgeable staff.
-  **Community Hub**-The YSB is able to drive a coordinated community response to the youth and family needs in their community by working with community partners to identify youth needs and connecting youth and their families with appropriate services and support.



RESEARCH & APPLIED DATA, INC.
WWW.DILLINGERAD.ORG

THANK YOU

Questions?
Email Sarah (ssullivan@dillingerrad.org)