



PENNSYLVANIA JUVENILE JUSTICE

The Newsletter of the Pennsylvania Juvenile Court Judges' Commission

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November 2020

2020 JAMES E. ANDERSON PENNSYLVANIA CONFERENCE ON JUVENILE JUSTICE

The 2020 James E. Anderson Pennsylvania Conference on Juvenile Justice, sponsored by the Juvenile Court Judges' Commission (JCJC), the Pennsylvania Council of Chief Juvenile Probation Officers, the Pennsylvania Commission on Crime and Delinquency, and the Juvenile Court Section of the Pennsylvania Conference of State Trial Judges, was held virtually from Wednesday, November 4th through Friday, November 6th. The conference theme was "Reforming Juvenile Justice in a Rapidly Changing World." The virtual conference included a live awards program, plenary speakers, workshops, Chief/Provider Forum, and a Judges and Hearing Officer Training. This year, more than 1,000 individuals registered for the virtual conference. In light of the current COVID-19 pandemic, conference registration was free for all participants.

JCJC Annual Awards Program

Wednesday's virtual conference activities kicked off the 2020 James E. Anderson Pennsylvania Conference on Juvenile Justice with the 40th Annual Awards Program. The Juvenile Court Judges' Commission and the Pennsylvania Council of Chief Juvenile Probation Officers honored both individuals and programs for their outstanding work in Pennsylvania's juvenile justice system. Over 250 conference attendees tuned in to watch recipients be recognized.

On July 14th, 2020, the Juvenile Court Judges' Commission's Awards Committee convened via video conference to select the award recipients. This year's JCJC Awards Committee included Chair, Teresa Wilcox (McKean County), Committee Members John Boeckman (Crawford County), Michele Howard (Allegheny County), Patrick Micco (Lawrence County), Kimmy Mulik (Carbon County), Diana Munson (Chester County), Justin Popovich (Bradford County), Amy Warner (Philadelphia County) and Angela Zera (Luzerne County). After much deliberation, please see the Committee's selected 2020 Annual Award winners shown on pages [5](#) and [6](#).

Juvenile Defender Training

Also on Wednesday, November 4th, over 50 juvenile defenders from across Pennsylvania participated in a virtual training developed exclusively for them during the conference. Presentations included: Coronavirus and Your Mental Health: A Guide to Coping with Isolation, Anxiety and Fear in Uncertain Times, Act 21 and In the Interest of J.M.G., and Demystifying Act 21 and the Sexual Responsibility and Treatment Program. A JDAP General Membership meeting and elections were also held prior to breaking for lunch.

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On Thursday morning, November 5th, Honorable Kim Berkeley Clark, Chair of the Juvenile Court Judges' Commission, offered the "Conference Welcome" to over 400 conference attendees. Judge Clark spoke to the 10th Anniversary of the Juvenile Justice System Enhancement Strategy (JJSES) acknowledging the hard work and recognizing the JJSES activities that have impacted us all in so many meaningful ways. Judge Clark articulated that Pennsylvania is a national leader in juvenile justice reform.

Opening Plenary

"Pennsylvania's Juvenile Justice System Enhancement Strategy: A Tribute to the Past, Anticipation of the Future"

The opening plenary session celebrated 25 years of Balanced and Restorative Justice (BARJ): Act 33 of Special Session No. 1 (1995) and 10 years since the JJSES kickoff (2010). The session featured Mark Carey, President of The Carey Group, a national consulting firm that provides training and technical assistance for justice and correctional professional and community groups.

Throughout the session, Mark invited guest speakers to talk about the past, present, and future of the JJSES. James Anderson and Keith Snyder, previous Executive Directors of the JCJC, provided a historical representation; Elizabeth Fritz (Lehigh County) and Robert Williams (Berks County), Chief Juvenile Probation Officers, spoke to the current presence of the JJSES; and Richard Steele, Executive Director of the JCJC, focused his remarks to the future. Mark compared the JJSES to running a marathon explaining we know how to pace ourselves to achieve successful implementation. He stated, "becoming an EBP organization is not about arriving at a destination, it's a continuous journey of discovery and innovation."

In conclusion, Mark talked about seven actions we should do well as a juvenile justice system and stated if we can each achieve these seven actions through BARJ, JJSES, and other mechanisms of our juvenile justice system we will continue moving in the direction of achieving the goals of our mission.

Chief/Provider Forum

This year, the Chief/Provider Forum addressed over 250 conference attendees from various juvenile justice backgrounds, as it focused on the topics of improving probation/provider collaboration and estab-

lishing a continuity of care for youth who are involved in both community-based and residential services. Led by Don Corry, Chief Juvenile Probation Officer in Chester County, and Andrew Benner, Chief Juvenile Probation Officer in Cumberland County, a panel of subject matter experts delivered information related to the evidence-based practices critical to establishing a continuity of care, including risk assessment, case planning, behavior change interventions, and aftercare practices. Additionally, resources and best practices for the referral process, treatment planning, and review hearings were also discussed. Panelists included the following: Leo Lutz from the Juvenile Court Judges' Commission; Beth Fritz, Chief Juvenile Probation Officer in Lehigh County; Keith Snyder, Chair of the Pennsylvania Juvenile Justice and Delinquency Prevention Committee; Jon Kuykendall, Supervisor in Lehigh County; Jeffrey Nonnenmacher, Supervisor in Lehigh County; Jacob Boston from Abraxas; Jon McLister from Adelphoi Village; and Anthony Dunkelberger from the Pennsylvania Bureau of Juvenile Justice Services.

Judges & Hearing Officer Training

Afua Addo of the Perception Institute delivered a thought-provoking presentation to 69 Judges and Hearing Officers. This training covered a broad range of topics centered around the idea of implicit bias—defined as the brain's automatic instant association of stereotypes toward identity groups, often without our conscious awareness. Her presentation reviewed the reasons for implicit bias, and how it can result in disparate outcomes for different racial, ethnic, and other social groups in settings such as the hiring of employees, the treatment of patients, and most relevant, the criminal justice system's handling of crime and delinquency. Addo discussed how a common societal perception that black girls look older than white girls contributes to black girls being viewed as more culpable for the same behaviors and can manifest in punitive responses in the school and court systems. Another section of her presentation focused on how experiences of trauma and coping with trauma can manifest in the courtroom, and how implicit bias might lead court decision makers to respond differently to the trauma reactions of youth of different racial and ethnic identities. The session was delivered in an accessible and non-judgmental manner that might help judges and hearing officers better understand their own perceptions and the experiences of the diverse youth and families they see in court.

Workshops

A Conversation on Cultural Competency for Juvenile Justice Professionals and Stakeholders

Presenter Marilyn Stein from MGS Consulting, LLC. engaged conference attendees in a dialogue about the definition of culture, the importance of identifying implicit biases, and understanding cultural identities. Ms. Stein also spoke to the value of cultural competency in the delivery of services to system youth, as well as the components involved in cultural competency. Attendees were given the opportunity to discuss their cultural identifiers, traditions, and personal experiences with youth in the juvenile justice system.

A Discussion on the Initial Implementation of the Pennsylvania Trauma Screening Expansion Project

Keith Cruise, a Professor and the Director of Clinical Training at Fordham University, and Jay Leamy, Chester County Deputy Chief Juvenile Probation Officer, discussed the phase one results of the Pennsylvania Trauma Screening Expansion Project. The workshop explained the project goals, the counties involved in the implementation, the phase one timeline, as well as the projects next steps.

A Guide to Electronic Gaming Systems and Their Use by Individuals with Problematic Sexual Behaviors (Friday only)

Rick Parsons from RAN Customized Training and Consulting presented on the potential dangers of gaming systems and the various ways offenders can use these devices inappropriately. The presentation also discussed how access for some can be therapeutic and can have positive impacts on risk. He also provided information on supervision and monitoring usage of various systems.

Advancing Graduated Responses through Peer Mentorship and Technical Assistance

Presenters Dr. Naomi Goldstein (Drexel University), Dr. Leah Brogan (Drexel University), Cheri Modene (Lancaster County), and Bethany Murtha (Lehigh County) discussed the core concepts of Graduated Responses with attendees, such as adolescent decision-making, adolescent behavior change, and effective use of incentives and interventions with youth on probation. The workshop discussed the uses of Graduated Responses in Lehigh County Juvenile Probation. Presenters provided an introduction to the GR-TAM initiative, described the technical assistance

and peer mentorship model, and discussed the project's role in supporting PA counties at various stages of Graduated Response development and implementation. The workshop concluded with a discussion on how GR-TAM mentorship and technical assistance services impacted Lancaster County Juvenile Probation Department's Graduated Response development and implementation.

Advancing Restorative Practices in Juvenile Justice

Cathy Eichelberger from the Pennsylvania Office of the Victim Advocate introduced four restorative practices to conference attendees. Practices included: Family Group Conferences, Community Panels/Reparative Boards, Peace Making Circles, and Restorative Group Conferencing. Attendees also learned about the importance of achieving the goals of a balanced and restorative juvenile justice system that both protects victim's rights and allows the juvenile offender the opportunity to take accountability for their actions.

Effective Feedback for Coaches, Coordinators, Chiefs, and Supervisors

Presenter Dr. Kelly Waltman, Founder and CEO of SLR Consulting, LLC., discussed the importance of effective communication in order to foster positive results in any team environment. The workshop provided guidelines on giving feedback on a regular, consistent basis to foster giving and receiving feedback more confidently and effectively. The five components of effective feedback were discussed using the acronym STOPS approach – Safe space (culture people feel safe, seen, heard and respected), Timing (do not put off identifying positive or critical feedback), Objective (be specific on what issue is and what steps need to be taken), Positive & Critical (do not need specific ratio such as “sandwich approach” which begins and ends with the “positive” feedback), Specific & Short (1 to 2 things to focus on).

Listening Circles as a Response to COVID-19

Presented by Craig Adamson and Elizabeth Smull from the International Institute for Restorative Practices (IIRP) this workshop discussed the practice of using listening circles to help people process a specific event or issue that presents a harm or challenge to their community. The issue discussed during the workshop was COVID-19. This practice allows people to express their emotions surrounding the event or issue and explore those emotions as a group. Listening circles help participants to work through their emotions in a safe environment.

Technology Solutions for Conducting Probation Work and Delivering Services to Youth

This workshop was presented by Shawn Forbes from Allegheny County Juvenile Probation, and Tonya Miller Benedetto from Mercer County Juvenile Probation and was an open forum to discuss how various juvenile probation departments have been operating since the beginning of the COVID-19 pandemic. The use of various virtual platforms such as Zoom, Microsoft Teams, Attendase, Vmeets and various others were discussed. Presenters shared county-specific policies and practices implemented to help juvenile justice professionals complete their day-to-day tasks in this new virtual setting. Several participants shared their county platforms and how their departments have adapted to the changing climate.

The Emergence of the Quality Assurance Position in Juvenile Justice

Nicole Mattern from Dauphin County Juvenile Probation and Jonathan Kuykendall from Lehigh County Juvenile Probation discussed the application of quality assurance (QA) and continuous quality improvement (CQI) to probation services to conference attendees. Participants also learned about implementation of these strategies in local jurisdictions. This workshop allowed attendees to interact with each other in an effort to brainstorm ideas, gain perspectives, and ask questions for QA and CQI policies and practices.

Understanding Adolescent Sexual Orientation and Gender Identity Issues

This workshop was presented by Laure Larkin and Lynette Matson, members of the LGBT Center of Greater Reading. This organization provides education, support, and advocacy for the LGBT+ community. The presenters covered topics such as cultural competence, LGBT+ terminology, the spectrum of gender, gender dysphoria, gender transition, and best practices to create an LGBT+ inclusive culture. There were questions from participants at the conclusion of both presentations to help them in addressing youth using the proper pronouns, as well as how to support juveniles who are sometimes confused about their gender identity.

Juvenile Justice Task Force Workshop

A distinguished panel provided an update on the status of the Pennsylvania Juvenile Justice Task Force. The workshop's panelists included: the Honorable Kim Berkeley Clark, Allegheny County President

Judge and Juvenile Court Judges' Commission Chair; Pennsylvania Senator, Lisa Baker; Pennsylvania Representative, Michael Zabel; Daniel Jurman, Executive Director of the Governor's Office of Advocacy and Reform; Noah Bein from the Pew Charitable Trusts; and Justine Fowler from the Crime and Justice Institute. The Task Force is charged with delivering data-driven findings and recommendations in a final report by March 31, 2021. At the request of Pennsylvania leaders, the recommendations will serve as "the foundation for statutory, budgetary, and administrative changes to the juvenile justice system to be considered during the 2021-2022 regular session of the General Assembly."

Closing Plenary

Rachel Godsil, Co-Founder and Co-Director of Perception Institute and a Professor of Law and Chancellor's Scholar at Rutgers Law School delivered the closing plenary to conference participants entitled, Recognizing Implicit Bias and Promoting Diversity, Belonging, and Equity in Our Workspace. Ms. Godsil's address was packed with stories and research on the topic of "implicit bias," a term used to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge. Ms. Godsil suggested that identifying risk areas where our implicit biases may affect our behaviors can place us in a position to take specific steps to avoid acting in ways that are contrary to our conscious values and beliefs.

Virtual Exhibitor Gallery

Available throughout the entire conference was the Virtual Exhibitor Gallery featuring 30 different providers highlighting public and private residential and community-based programs, technological products, and other relevant services available to the juvenile courts in Pennsylvania. Each provider was able to place all of their organization information, including their logo, website address, contact information, resources, and even a video message or product demo on their own page. Attendees were able to access this valuable information and contact them at any time throughout the event.

SAVE the DATE! SAVE the DATE! SAVE the DATE!
Thank you for making this year's virtual conference a huge success! The 2021 James E. Anderson Pennsylvania Conference on Juvenile Justice is scheduled to be held on **November 3-5, 2021.**

The Juvenile Court Judges' Commission congratulates all of the

2020 Award Winners



DR. ANTHONY F. CEDDIA
AWARD FOR OUTSTANDING SCHOLARSHIP
IN JUVENILE JUSTICE
Neal McFarland
Allegheny County



DR. THOMAS L. AUSTIN
UNDERGRADUATE SCHOLARSHIP AWARD
Jenna Kurtz
Newville, PA



RESIDENTIAL PROGRAM
OF THE YEAR
Beth Latuch
Adelphoi Village
Vincent Home



COURT OPERATED
PROGRAM OF THE YEAR
Shawn Forbes
Allegheny County
School Justice Partnership



COMMUNITY-BASED
PROGRAM OF THE YEAR
Michelle Voelker
Wesley Family Services
Family Preservation and Stabilization Program

Congratulations!

The Juvenile Court Judges' Commission congratulates all of the

2020 Award Winners

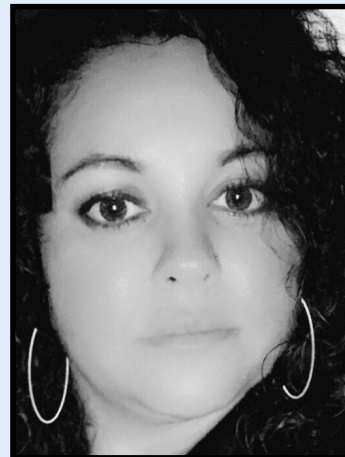


VICTIM ADVOCATE
OF THE YEAR
Chris Fell
Allegheny County



JUVENILE COURT SUPPORT
SERVICE AWARD
Marchelle Wright
Allegheny County

MERITORIOUS
SERVICE AWARD
Harlan Tabron Jr.
Luzerne County



JUVENILE PROBATION
OFFICER OF THE YEAR
Emilinda Jarrett
Allegheny County



JUVENILE PROBATION
SUPERVISOR OF THE YEAR
Daniel Bauman
Allegheny County

CHIEF JUVENILE PROBATION
OFFICER OF THE YEAR
Edward R. Robbins
Lycoming County

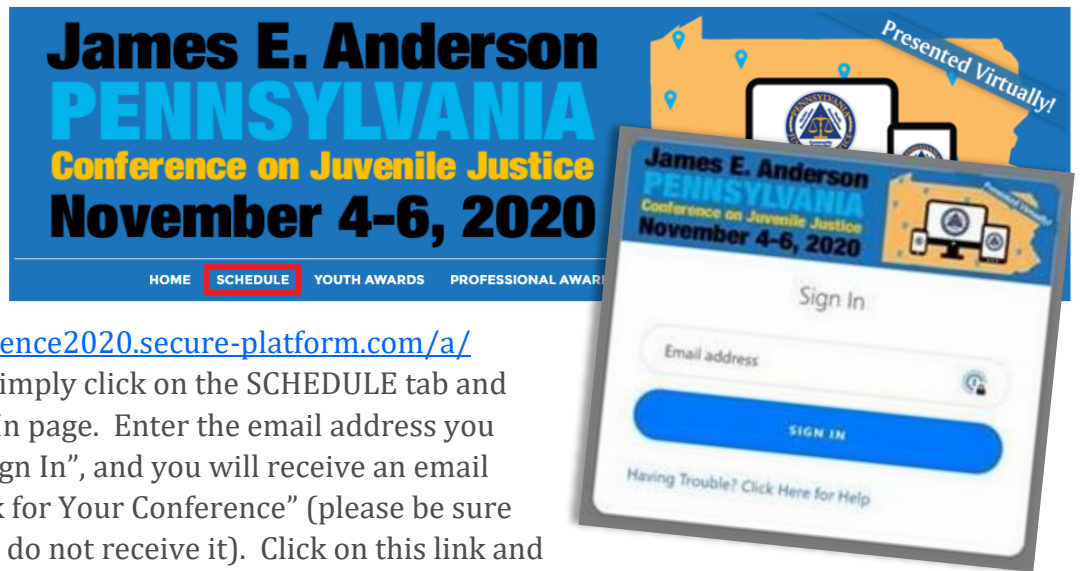


Congratulations!

2020 JAMES E. ANDERSON PENNSYLVANIA CONFERENCE ON JUVENILE JUSTICE MATERIAL AVAILABLE FOR VIEWING

As an attendee of the virtual conference held on November 4th - 6th, 2020, you have access to view events that you wanted to attend, but couldn't. These events will be available to view for a year on the conference

website at <https://jcjc-conference2020.secure-platform.com/a/organizations/main/home>. Simply click on the SCHEDULE tab and you'll be redirected to a Sign In page. Enter the email address you used for registration, click "Sign In", and you will receive an email that will include a "Login Link for Your Conference" (please be sure to check your junk mail if you do not receive it). Click on this link and you will be provided access to the secure conference site. Navigate to the Session that you are interested in and a video will be available for viewing on the Session Detail page.



Would you like to view the events but weren't able to register and attend the conference? You can still register and view the events for a year by visiting <https://jcjc-conference2020.secure-platform.com/a/organizations/main/home> and clicking on the REGISTER tab. This is the first step to getting access to the recorded content.



Also, still available for viewing are the Awards and Exhibitors pages. Click on either the YOUTH AWARDS or PROFESSIONAL AWARDS tabs to view the winners and their submissions. Navigate to the EXHIBITORS tab to take advantage of the opportunity to learn about new, innovative, and creative approaches to working with juveniles and their families, or use the available contact information to connect with a representative.

Thanks to Our Sponsors





LEGISLATIVE UPDATES

Act 17A of 2020

On November 23, 2020, Governor Wolf signed SB 1350 as Act 17A of 2020, the supplemental state budget. Earlier this year, Governor Wolf signed the General Appropriation bill into law, passing a five-month interim budget for FY 2020/2021 extending from July 1, 2020 through November 30, 2020. The five-month interim budget was intended to allow lawmakers additional time to plan for the remaining seven months of FY 2020/2021. The Juvenile Court Judges' Commission's Juvenile Probation Services Grant allocation was impacted by the interim budget, as county allocations were adjusted temporarily to reflect the amount allocated by the legislature.

As part of Act 17A, the JCJC Juvenile Probation Services line item was restored to the amount requested in the Governor's 20/21 budget proposal. As such, all counties will be eligible to receive a supplemental allocation which will bring their combined fiscal year total to the same amount they received last year.

The JCJC is in the process of formalizing the county allocations and will then work to develop the documents necessary for counties to claim their full allocation.

Should you have any questions relating to this matter, please do not hesitate to contact Angel Stewart, JCJC's Director of Administration and Grant Programs at 717- 783-7835 or at angstewart@pa.gov.

Act 110 of 2020

On November 3, 2020, Governor Tom Wolf signed into law SB 530 as Act 110 of 2020.

Act 110 provides that if a student enrolled in a public school entity is convicted or adjudicated delinquent of committing a sexual assault upon another student enrolled in the same public school entity, the public school entity shall, pursuant to applicable laws and regulations, take one of the following actions:

- i) Expel the convicted or adjudicated student.
- ii) Transfer the convicted or adjudicated student to an alternative education program.
- iii) Reassign the convicted or adjudicated student to another school or educational program within the public school entity.

Act 110 further provides that a public school entity shall ensure that the convicted or adjudicated student is not educated in the same school building, transported on the same school vehicle, or allowed to participate in the same school-sponsored activities at the same time as the victim.

A student expelled, transferred, or reassigned under Act 110 may return to the student's originally assigned school only if:

- 1) the victim ceases to be enrolled in the public school entity from which the convicted or adjudicated delinquent student was expelled, transferred, or reassigned; or
- 2) the conviction or delinquency adjudication on which the expulsion, transfer, or reassignment was based is reversed and no appeal is pending.



LEGISLATIVE UPDATES

Act 110 of 2020 (continued)

For purposes of the Act, "Sexual assault" is defined to include any of the offenses specified under the following provisions of 18 Pa.C.S. (relating to crimes and offenses):

Section 3121 (relating to rape).

Section 3122.1 (relating to statutory sexual assault).

Section 3123 (relating to involuntary deviate sexual intercourse).

Section 3124.1 (relating to sexual assault).

Section 3125 (relating to aggravated indecent assault).

Section 3126 (relating to indecent assault).

Act 110 requires that a student "convicted" of sexual assault upon another student enrolled in the same public school entity shall notify the public school entity of the conviction no later than 72 hours after the conviction. The Act does not provide similar school notification requirements for individuals adjudicated delinquent of qualifying offenses. It remains unclear as to how this notification is to take place.

Act 110 of 2020 takes effect on January 4, 2021.

Should you have any questions relating to this matter, please do not hesitate to contact Rick Steele at 717-787-6910 or at ricsteele@pa.gov.

PENNSYLVANIA'S JUVENILE JUSTICE SYSTEM ENHANCEMENT STRATEGY PRESENTED AT THE 2020 NCJFCJ NATIONAL CONFERENCE ON JUVENILE JUSTICE

On November 10, 2020, leaders from Pennsylvania's juvenile justice system presented at the National Council of Juvenile and Family Court Judges' (NCJFCJ) 2020 National Conference on Juvenile Justice. The session, titled "Pennsylvania's Juvenile Justice System Enhancement Strategy" (JJSES) examined the history, planning, and implementation of perhaps the most comprehensive juvenile justice reform strategy in the country.

JCJC Executive Director, Rick Steele, began the session by providing an overview of Pennsylvania's Juvenile Justice System and history of involvement with various juvenile justice reform efforts. Mr. Steele further explained as Pennsylvania's involvement with the MacArthur Foundation's Models for Change reform initiative was concluding, it became necessary to plan for a sustainability and umbrella strategy to continue the groundbreaking accomplishments from the various initiatives. The Juvenile Justice System Enhancement Strategy was therefore created as a comprehensive reform effort that would incorporate evidence-based probation practices to enhance the state's Balanced and Restorative Justice mission.

Lehigh County Chief Juvenile Probation Officer, Beth Fritz, and Berks County Chief Probation and Parole Officer, Bob Williams, followed by describing the JJSES framework and the various activities contained within each stage of the JJSES. In addition, key components to the sustainability of the JJSES were presented, many of these elements rooted in implementation science.

JCJC Deputy Director, Bob Tomassini, closed the session by presenting data and trends tracked since the inception of the JJSES, including reduced juvenile arrest rates, significant reductions in juvenile dispositions, delinquency placements and secure detention admissions, as well as the substantial cost savings resulting therefrom. Finally, as the core premise of the JJSES is that recidivism rates can be reduced through the implementation of evidence-based practices, pre-JJSES (2007-2010) recidivism rates were shown in comparison to available statewide recidivism rates observed since the beginning of the JJSES.

The National Council of Juvenile and Family Court Judges will be holding two national conferences in 2021, the National Conference on Juvenile Justice in Dallas, TX, March 21- 24, 2021, and the 84th Annual Conference in St. Louis, MO, July 18 – 21, 2021.



MAYSI-2 Integration into PaJCMS

The Massachusetts Youth Screening Instrument Version 2 (MAYSI-2) is a tool designed to help identify mental health needs for juveniles. This tool is critical in highlighting emotional and/or mental areas that need urgent attention. Integration of this tool into PaJCMS was completed in May 2020 and allows a PaJCMS user the ability to initiate a new assessment, view previous assessments, and access the MAYSI-2 system to view reports. MAYSI-2 assessments can be completed by a probation officer or by the juvenile once a new assessment has been started.

If the MAYSI-2 is enabled for your county and your PaJCMS user has been granted a license, here is how you access the assessment tool:

1. After searching for and selecting a juvenile, click the “Juvenile MAYSI” link on the left menu.



2. A list of MAYSI-2 assessments that have already been completed for that juvenile (if applicable) and a “Start New MAYSI” button located to the bottom right of the list will be displayed. Keep in mind, this button will take you to the MAYSI-2 application for only the juvenile you have selected. It can be used for starting a new MAYSI-2, adding a secondary screening, viewing prior screening results, or viewing reports. The text on this button will be changed in an upcoming release with an added informational popup for clarification.

As of the time this newsletter was published, there were:

- 2,312 total MAYSI-2 assessments that are now housed within PaJCMS (including those migrated from before integration)
- 295 MAYSI-2 assessments created using the new process initiated from within PaJCMS
- 22 counties that have completed MAYSI-2 assessments either before or after the integration
- 2,140 unique juveniles that have been given a MAYSI-2 assessment



Strengthening Your Resilience: Take Care of Yourself as You Care for Others

"We are best able to help others when we are clear-thinking, calm, strong, and healthy ourselves" -Patricia Kerig

Your work as a juvenile justice professional involves ensuring the safety of others, including youth, families, and the community, which can be stressful at the best of times. These responsibilities are particularly stressful when coupled with additional stresses, worries about your health and your families' health, and uncertainties in your personal life. Your ability to care for others for a sustained amount of time requires you to care for your own wellbeing, strengthen your resilience, and find ways to recharge your batteries so you can be effective in your professional roles. Doing these things is equivalent to putting your oxygen mask on first before helping others with theirs. In order to effectively help others, you must take care of yourself first.

It is important to note that as this resource is designed for you to care of yourself, the frontline worker, the organization you work with also needs to support and address your wellness and health. For example, your organization has a responsibility to support their staff's ability to care for themselves by providing supervision, structures of support, and a safe working environment. This is particularly important during a pandemic in which many justice workers must take additional health risks that impact them and their families. As you consider ways to support yourself, also consider how you can support your system to strengthen a supportive environment.

Ways to Care for Myself

People sometimes think of self-care as something you do for yourself at the end of the workday. But self-care is an important professional skill you should employ when you work in stressful environments. It is imperative to build a toolkit of strategies you can use when stress levels get high on the job. Here are some foundational tips for your wellness:

- Self-care strategies don't have to be complicated or time-consuming. Use those that fit with your current schedule and your current energy level.
- Be strategic for when you use these strategies. Create a plan of incorporating strategies that can be used during roll call, just before shift transitions, or in conjunction with youth.
- Strategies you can add to your plan include: Take a deep breath; picture in your mind the face of the person who is your emotional center; think of the words to a song or prayer that always lifts your spirits; remind yourself "I'll get through this;" or use a relaxation or mindfulness app on your smart phone.
- Strategies you can use with your co-workers include offers of gratitude, humor, checking-in with one another, and celebrating successes! For example, what is the most rewarding moment you've had this week? What is the best compliment you've received from a co-worker? Who is one person whose life you have touched through this work recently? Using these strategies regularly is best rather than waiting until you are "boiling over."
- Create a plan for how you will transition to work and from work and consider strategies that can help you with these transitions. For example, blast your favorite music as you commute or walk around the block before you start work.

- Recognize your signs of when you are stressed:
 - You may experience stress as physical (e.g., feeling exhausted, sleeping poorly, suffering from headaches/backaches/stomach aches); behavioral (e.g., irritability, socially isolating ourselves, increased substance use); psychological (e.g., emotional exhaustion, feeling ineffective, loss of pleasure in life, cynicism); or professional (e.g., overburdened sense of responsibility, difficulty making decisions, having trouble separating work and personal life).
 - A tool for doing a private self-check is freely available online at http://www.proqol.org/uploads/ProQOL_5_English_Self-Score_3-2012.pdf, and gives you a quick read of where you stand with your levels of burnout and stress, as well as the positive feelings of satisfaction in your work that can balance out that stress.
- Be aware of stressful events at your organization that may contribute to feelings of powerlessness or unsafety such as a greater risk of contracting COVID-19 for staff and youth in locked facilities, parents unable to visit youth due to social distancing restraints, and required overtime due to shortages in staff or forced reduction in staffing. Identifying these situations and finding people who understand these types of challenges can help you manage these stressful experiences without becoming overwhelmed.

Questions to Ask Yourself When Monitoring Your Stress

While you are at work:

What are two or three main goals for this work shift? How will you know when you've accomplished them or if you've made some progress towards them if you can't make it all happen now?

What support are you getting from your workplace to help you do your job? What else do you need?

What can you do right here and now to recover your balance and take care of yourself when stress levels get high at work?

While you are at home:

What are you doing to ensure your family's safety? If you aren't entirely sure if you are ensuring their safety, for example, by potentially bringing the virus home because of exposure at work, what's your best plan?

What is your main goal when you're with (a) your spouse/partner, (b) your child(ren), (c) your parents or other older adult family members? – How do you know if you're achieving it?

What are the simple things that recharge your batteries and remind you of the joys in life?

Do's and Don'ts to Strengthen Your Resilience and to Care for Yourself and Others

DO use stress management skills as well as support from co-workers, friends, and family to help you recoup or maintain your resilience when stress levels get high.

DON'T talk the talk without walking the walk. Use the skills and strategies you teach to youth in your own life.

DO use stress reduction strategies during your workday that are simple, non-time-consuming, and effective for you. For example, if you have only 1 minute, pull out your cell phone and look at a photo of someone who makes you smile. If you have 10 minutes, grab a bottle of water and a coworker you trust and take a brisk walk while you talk it out. If you have 20 minutes, use an app on your phone to do a mindfulness or relaxation exercise.

DON'T think that stress reduction strategies need to be complicated, time-consuming, or have to wait until you get home.

DO take the time to learn what works for you to manage your stress and strengthen your resilience. Remember, everyone is different and what works for you is what matters.

DON'T give up if a stress management strategy doesn't work or if something others recommend doesn't do the job for you. Building resilience is like keeping a high-performance car running; you need to constantly use your tools to tinker with it to keep it running smoothly

DO use the strategies that work for you. Resilience is like a muscle and it only stays strong if you exercise it.

DON'T just read about or think about stress management, self-care, or resilience-building strategies. That would be like trying to fix a flat tire by only reading your car's owner's manual.

DO leave job-related frustrations, worries, and unfinished business at work with a commitment that you'll deal with them when you return. Let time at home be your opportunity to recharge, refresh, and reconnect with loved ones. Consider building in a ritual to your day to mark the transition between work and home. For example, say to yourself as you exit the building, "this is work and it stays here."

DON'T let your work stress become a source of stress for the people in your personal life.

DO remember that taking care of yourself is essential to your ability to care for others and is a critical professional skill for justice professionals.

DON'T fall into the trap of thinking that time spent on self-care is "selfish." "We have an obligation to our clients, as well as ourselves, our colleagues and our loved ones, not to be damaged by the work we do." (footnote)

DO engage others you trust in helping you monitor your stress level and reveal when you are showing signs that it is time to use your stress management skills, and offer to provide the same feedback to them.

DON'T give in to the temptation to socially isolate. COVID-19 requires us to remain physically distant, but not socially distant.

DO take a moment to focus your mind on what you value about your work and take to heart the ways in which your work helps to make the world a better place.

DON'T let the bad moments erase the ones that have served to give your work meaning, purpose, and satisfaction.



Suggested Citation

Suggested Citation:

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STAFF DEVELOPMENT HIGHLIGHTS

UPCOMING VIRTUAL TRAINING EVENTS

Core Correctional Practices (December 7, 8, 14 and 15)

This training instructs correctional workers on the core skills needed to support cognitive behavioral programming while using evidence-based practices. This training is an excellent primer for the Effective Practices in Community Supervision (EPICS), as it introduces the same interventions used in EPICS.

Cultural Competency for the 21st Century (December 11th)

This introductory workshop teaches participants skills in intercultural engagement to improve staff communication with each other, as well as their client base. This workshop will bridge the gap between cultural awareness and beginning-level intercultural communication skills.

If you are interested in participating in any of these training opportunities, please log into the [JCJC Events Management System](#) (JEMS) for more information. We continue to explore virtual training events to be offered in the near future. If you are aware of virtual trainings you feel would be appropriate for JCJC's Professional Development Program, please contact Sonya Stokes, JCJC's Director of Professional Development, at systokes@ship.edu.

December

- | | |
|------------|--|
| 7-8, 14-15 | Core Correctional Practices -
Virtual Training |
| 11 | Cultural Competency for the
21st Century -
Virtual Workshop |

Registration available at
www.jcjcjems.state.pa.us



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NATIONAL JUVENILE JUSTICE ANNOUNCEMENTS

The following announcements are reprinted from JUVJUST, an OJJDP news service:

OJJDP NEWS @ A GLANCE, SEPTEMBER/OCTOBER 2020

The Office of Juvenile Justice and Delinquency Prevention (OJJDP) announces the availability of [OJJDP News @ a Glance](#), September/October 2020. This issue's top story and Message from the Administrator describe OJJDP's work to inform, equip, and train communities to reduce gang violence and crime. The Youth Voices section highlights the activities of a youth leader in Indian country. Other features in this issue:



- [Staff Spotlight: Senior Program Specialist Scott Pestridge](#)
- [Stakeholder's Corner: Bigs in Blue Helps Build Community Trust and Youth Potential](#)
- [Department of Justice Rolls Out JustGrants System](#)
- [News in Brief](#)
- [Upcoming Events](#)
- [New Publications](#)

RESOURCES:

- [OJJDP News @ a Glance](#), September/October 2020 (NCJ 255074) is available [online](#).
- Follow OJJDP on [Twitter](#) and [Facebook](#).

DEPARTMENT OF JUSTICE AWARDS MORE THAN \$458 MILLION TO FIGHT VIOLENT CRIME

The Department of Justice's Office of Justice Programs (OJP) [announced](#) awards of more than \$458 million in fiscal year 2020 to support state, local, and tribal law enforcement efforts to fight and prevent violent crime nationwide.

OJJDP awarded more than \$10 million across 24 jurisdictions to intervene in and suppress youth gang activity. OJJDP also awarded \$1 million to the Institute for Intergovernmental Research to continue operating the [National Gang Center](#), which provides information, training, and technical assistance to help law enforcement and communities address gang problems.

RESOURCES:

- [Learn](#) more about OJJDP's programs and activities designed to prevent and suppress gang violence and recruitment.
- Learn more about OJJDP's [Comprehensive Gang Model](#).
- View and download OJJDP's In Focus Youth Gangs [fact sheet](#).
- Follow OJJDP on [Twitter](#) and [Facebook](#).

ATTORNEY GENERAL BARR DELIVERS REMARKS AT THE NATIONAL LAW ENFORCEMENT TRAINING ON CHILD EXPLOITATION

On October 20, 2020, Attorney General William Barr gave [video remarks](#) at the virtual National Law Enforcement Training on Child Exploitation hosted by the U.S. Department of Justice. The training is part of the OJJDP-funded [Internet Crimes Against Children \(ICAC\) Task Force Program](#), which supports law enforcement efforts to investigate and prosecute technology-facilitated child sexual exploitation and Internet crimes against children. OJJDP awarded more than \$34.7 million under the program in fiscal year 2020.

Barr notes the increased importance of this work as more children are spending time online due to the pandemic and highlights the successes of the ICAC Task Force Program. Since the program's inception in 1998, task forces have reviewed more than 1 million complaints of child exploitation, resulting in the arrest of more than 100,000 individuals.

RESOURCES:

- Visit the [ICAC Task Force Program](#) website.
- Follow OJJDP on [Twitter](#) and [Facebook](#).

DEPARTMENT OF JUSTICE AWARDS MORE THAN \$341 MILLION TO COMBAT ADDICTION

The Department of Justice's Office of Justice Programs (OJP) [announced](#) awards of more than \$341 million to combat addiction nationwide. OJJDP awarded more than \$19 million to support its Family Drug Court Program and more than \$5 million to support its Juvenile Drug Treatment Court Program. OJJDP also awarded \$14 million under its Mentoring Opportunities for Youth Initiative to address opioid and other substance abuse. In addition, OJJDP awarded nearly \$9 million to fund OJJDP's Opioid Affected Youth Initiative to support [opioid-focused](#) prevention and intervention programs. Another \$1 million will fund training to serve families impacted by opioids under OJJDP's Child Abuse Training for Judicial and Court Personnel program.

For additional information about these awards, see the OJP [fact sheet](#).

RESOURCES:

- Learn more about OJJDP-funded [drug courts](#).
- Visit [OJJDP's Model Program Guide](#) to learn about substance abuse prevention programs.
- View and download OJJDP's In Focus Drug Courts [fact sheet](#).
- Follow OJJDP on [Twitter](#) and [Facebook](#).

This publication is produced monthly by the Juvenile Court Judges' Commission. Guest articles are welcome; please submit by e-mail to ra-oajcnews@pa.gov.

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