

DECISION POINT ANALYSIS WORK

Michael Belton: Ramsey County Community Corrections – Juvenile Division

Leading the Decision Point Analysis Process

Engage
Key Staff

Map
Department

Identify
key
decision
points

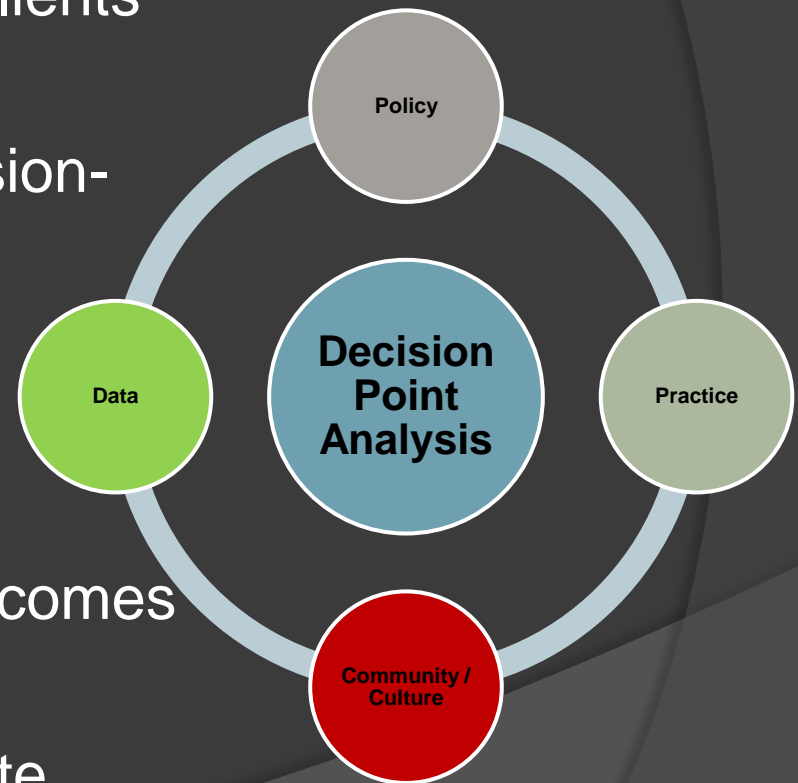
Identify
“low-
hanging
fruit”

Establish
common
language

Develop
staff
training
strategies

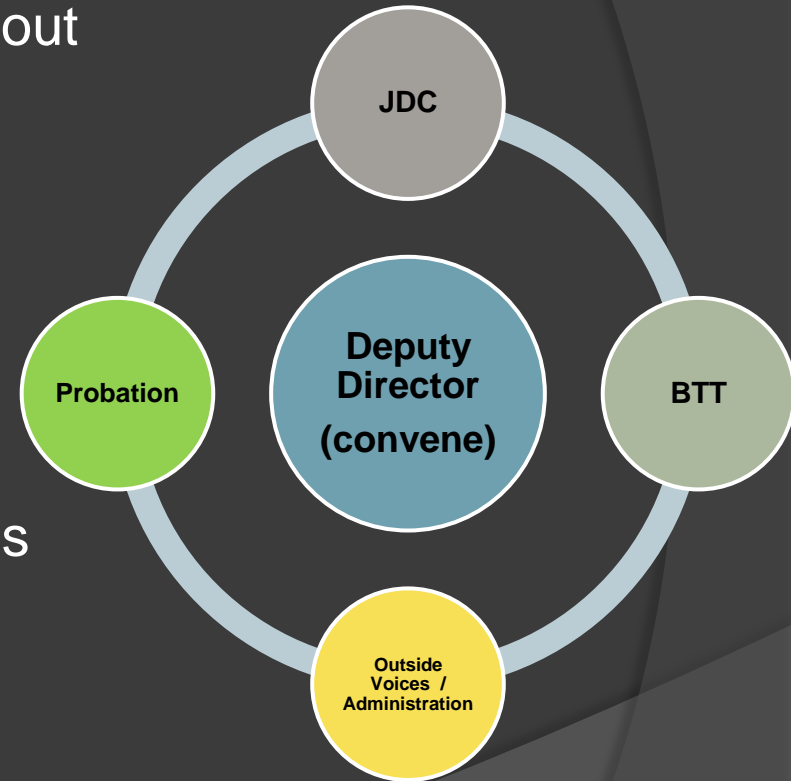
Purpose of Workgroup

- Deliver more effective services to clients
- Identify possible disparities in decision-making within department
- Eliminate silos across department
- Surface inequitable practices & outcomes
- Create policy & practice that mitigate DMC



Rules of Engagement

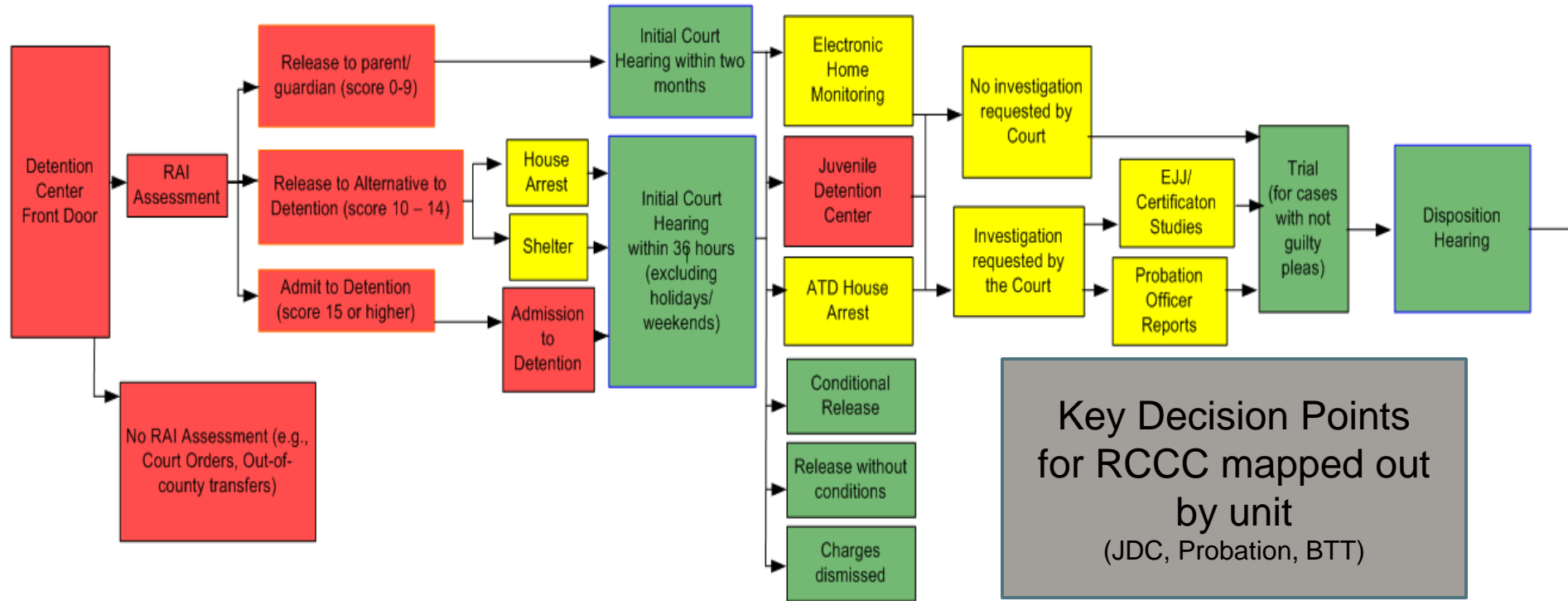
- ⦿ NO BLAMING! This process is NOT about blaming each other
- ⦿ No defending of operations (policies, practices, procedures)
- ⦿ Expect to find disparities in operations
- ⦿ Actively look for disparities in operations
- ⦿ Ask, “Why do we do it this way?”
- ⦿ Ask, “What if this was my child?”



KEY STRATEGIES

- ⦿ Used DMC Framework Grids
 - Key decisions for each unit
 - JDAI / DMC Committee Courage
- ⦿ Created System Mapping (work in progress)
 - Flow chart through Corrections
 - Major decision points by unit
- ⦿ Focused Efforts by Unit /Discussed as a Team
 - Juvenile Detention Center
 - Probation
 - Boys Totem Town

Ramsey County Corrections Juvenile



Key Decision Points for RCCC mapped out by unit
(JDC, Probation, BTT)

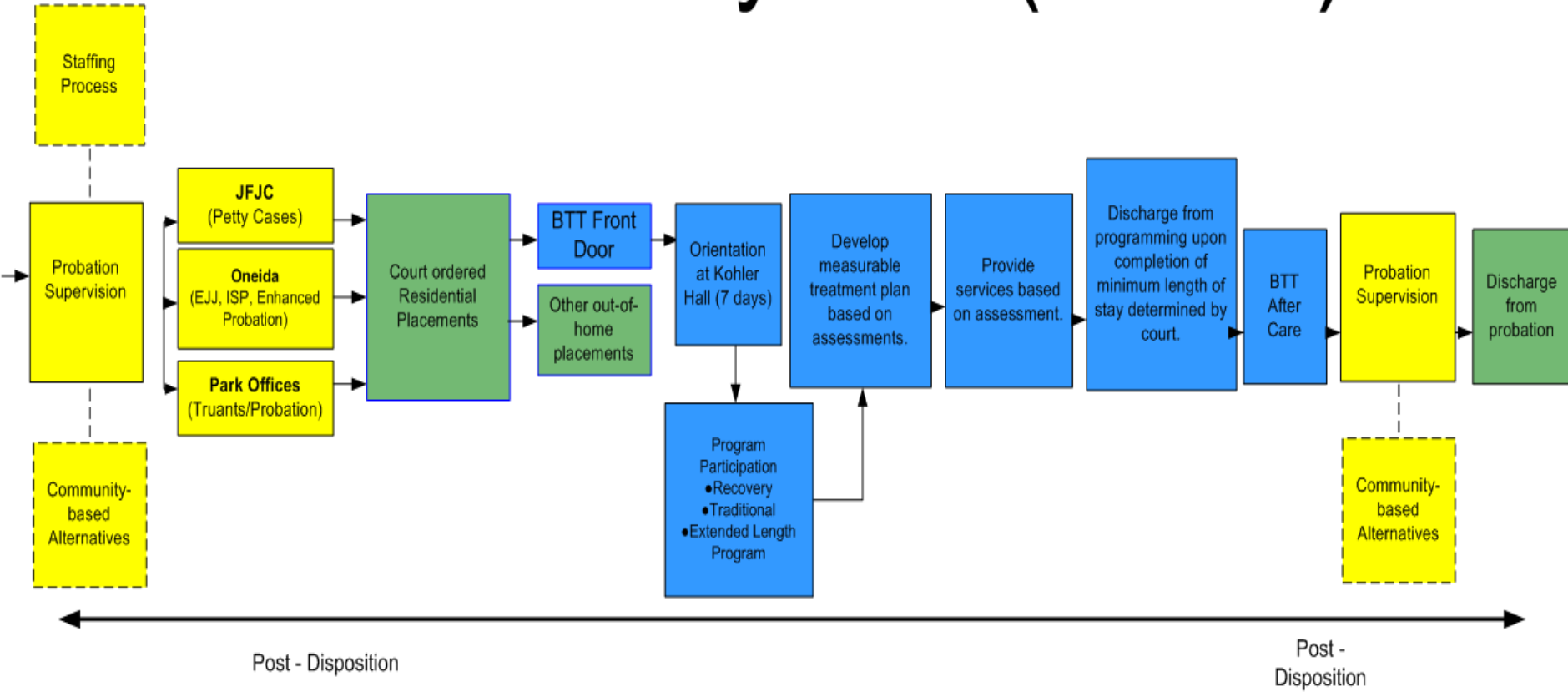
Pre-Disposition

JDC Decision Points:

- Administer RAI
- Override the RAI score
- ATD assignment

- Ramsey County Juvenile Detention Center
- Ramsey County Juvenile Probation
- Second Judicial District Court
- Boys Totem Town

Justice System (RCCC)



Probation Decision Points:

- Dispositions
- Probation Violations
- Response Grid
- Waivers (eliminated in 2010)
- Warrants

Court Decision Point:
 Probation provides recommendations on program participation to the court.

BTT Decision Point:

- Administer assessments.
- Determine treatment plan.
- Discharge from programming.

Probation Decision Point:
 Discharge from probation.

KEY STRATEGIES:

- ① Implemented “Low Hanging Fruit” Approach
 - Unit managers identified additional areas
 - Disparities discovered beyond major decision points
- ② Developed Common Language
 - “Why” Document drafted
 - “DMC” referenced in discussions with staff



Don't let data challenges stop the work!

9

Data

VS.

**Policy &
Practice**

Still reviewed practices w/out data analyses.

Risks and Rewards

Risks:

- ⦿ Unpopular decisions
- ⦿ Difficult conversations
- ⦿ Uncovering unflattering operations within department
- ⦿ Sustaining reforms efforts



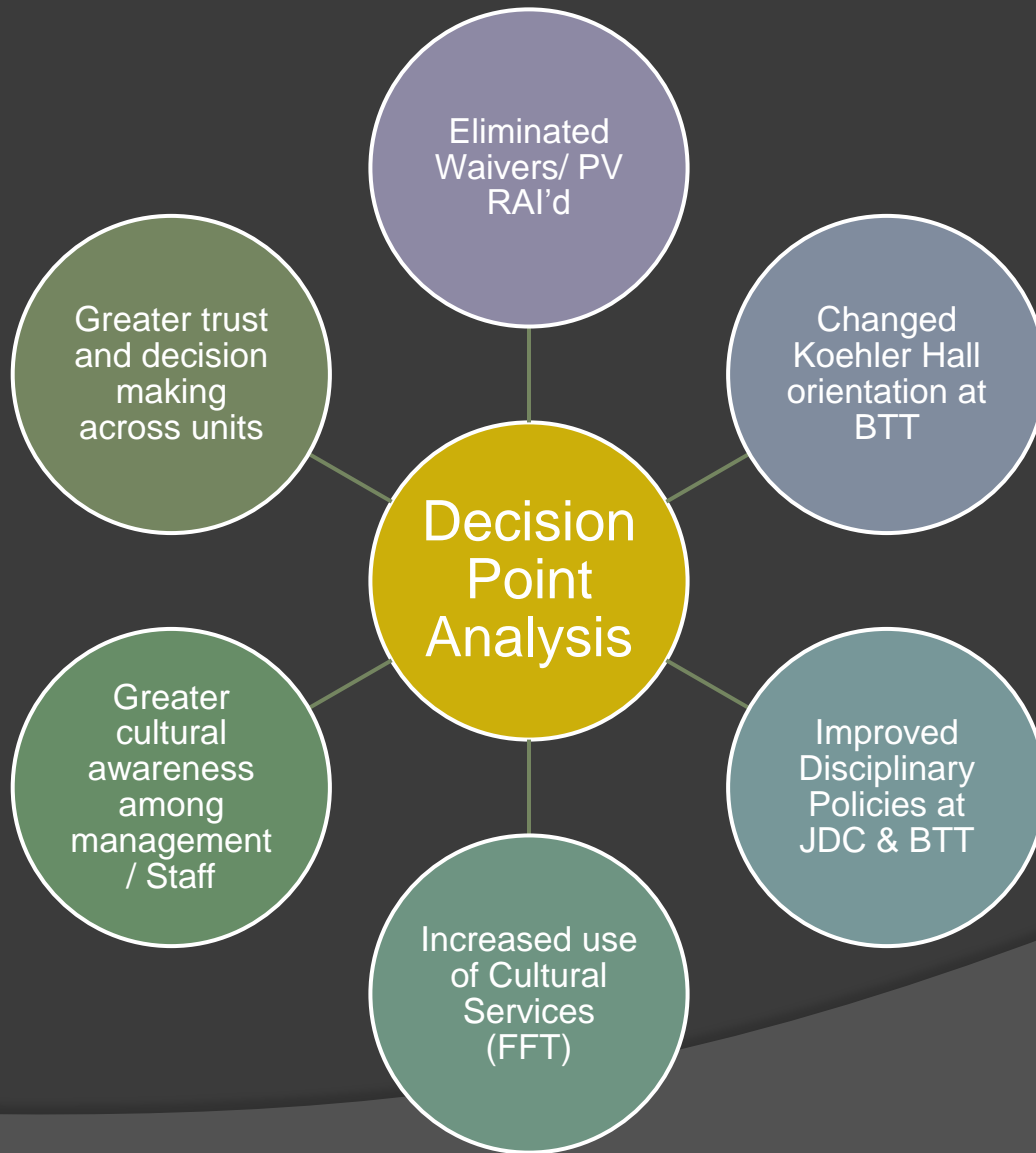
Risks and Rewards

Rewards:

- ⦿ Division focused on innovations
- ⦿ More effective and accountable programs for youth
- ⦿ Better relations with communities (we hope)
- ⦿ More opportunities for staff to develop as leaders
- ⦿ Reduced racial and gender disparities among youth
- ⦿ Fewer youth of color in most restrictive areas of our part of system



Accomplishments



Establishing a Culture of Results & Innovation

