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)

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

Revised 12/09.
KEY STRATEGIES:
 Implemented “Low Hanging Fruit” Approach
  • Unit managers identified additional areas
  • Disparities discovered beyond major decision points
 Developed Common Language
  • “Why” Document drafted
  • “DMC” referenced in discussions with staff
Don’t let data challenges stop the work!

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

Decision Point Analysis

Eliminated Waivers/ PV RAI’d

Changed Koehler Hall orientation at BTT

Increased use of Cultural Services (FFT)

Improved Disciplinary Policies at JDC & BTT

Greater trust and decision making across units

Greater cultural awareness among management / Staff

Greater cultural awareness among management / Staff
Establishing a Culture of Results & Innovation

- Gather Data
- Practice/Policy Recommendations
- Analyze with Staff (REGGO lens)
- Implement and Monitor Tools - Gather New Data
- Enhance/Modify Program to Improve Outcomes