



Mecklenburg County Sheriff's Office

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MCSO Youth Programs

“Working to Influence change by being “The Difference””

September 10, 2019

Dr. Keith Cradle
Director of Youth Programs

Mecklenburg County Sheriff's Office
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Overview of Youth Programs

- ▶ Established to be an innovative and effective response to a growing rate of criminal activity and recidivism in our youth.
- ▶ Principal implications for programs involve a wide range of intervention/prevention efforts reflecting multiple life domains including personal responsibility, practical skills and an array of mental health, educational and reentry/vocational programs to influence and change our youth [male/female].
- ▶ While detained, youth residents have an opportunity to participate in a variety of comprehensive programs that prepare them for reentry into the community.


VISION AND MISSION STATEMENTS

- ▶ **Vision:**

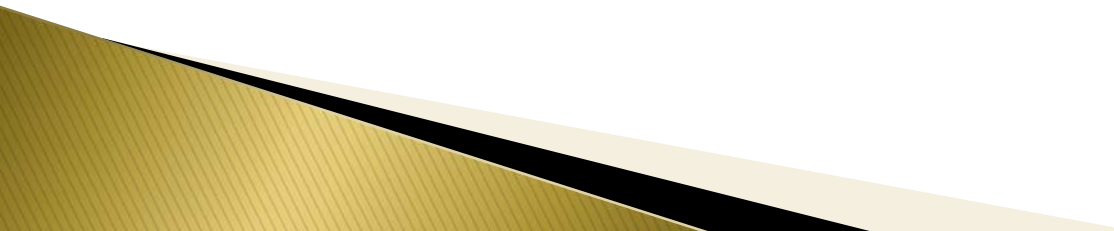
To positively influence the lives, attitudes, and values of detained youth. Reshaping how they see the world through a structured and safe environment that promotes accountability and family treatment facilitated through partnerships with the Mecklenburg County Sheriff's Office, Resident Programs, and our community.

- ▶ **Mission:**


To create a safe and secure detention environment that services the needs of our Youth population by emphasizing personal responsibility, education, and positive growth and development. Through dedication, commitment, and sound management practices we will create an environment that promotes positive change in the lives of our detained youth.



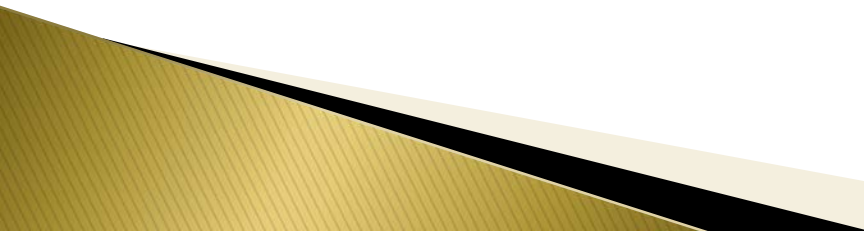
Objectives of Presentation

- ▶ In the time that I have, I will discuss:
 1. The framework utilized to develop the program objectives and resilience model
 2. Programming Intentionality and Alignment
 3. Who our youth are
 4. How assessments/case management services provide youth w/ options
 5. The specifics of service continuum
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Programming Objectives

1. Minimize risk factors and increase protective factors to reduce incidence/prevalence of trauma
 2. Create a community culture where violence/crime is unacceptable by educating youth that involvement is a choice
 3. Identify and evaluate current data related to trauma/crime and utilize the data to enhance/expand programming efforts
 4. Help youth build their capacities to reduce negative behaviors and subjugation to localized trauma through a coalition of diverse community stakeholders.
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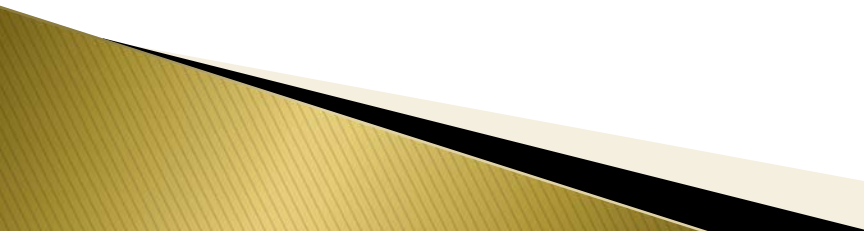
Programming and Resilience

- ▶ Three characteristics in the process of fostering resilience:
 1. The development of resilience is long-term and developmental;
 2. Youth are to be viewed with strengths rather than with deficits or risks;
 3. Nurturing the proactive processes enables youth to succeed in society through the changing of systems, structures, beliefs and behaviors (Winfield, 1994).
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Meck County Equity Action Plan FY20-22

- ▶ Intentional alignment with County's Plan [#'s 1, 2, 6,& 7] as it relates to our programming efforts:
- ✓ Created and developed efforts to advance equity based initiatives
- ✓ Developed and launch in-house Implicit Bias training specific to the criminal justice system
- ✓ Work with community organizations
- ✓ Work with local JCPC and other criminal justice partners to identify additional areas of engagement

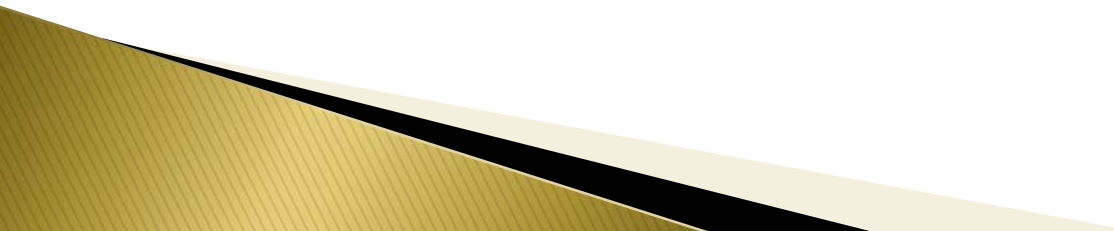
Meck County Revenue Impact FY20

- ✓ The North Carolina Department of Public Safety Juvenile Justice has agreed to increase the rate for housing juveniles from \$122 to \$153.38 (current federal rate).
 - ✓ FY 20 revenue estimate for approximately 7 months \$1.1 million.
 - ✓ Potentially more if Sheriff accepts 15-year old juveniles.
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Getting to “Know” our Youth

- ▶ Have unrealistic expectations about what life should be like outside of detention
 - ▶ Have poor problem solving or coping skills
 - ▶ Do not anticipate long term consequences of behavior
 - ▶ Fail to utilize resources to help themselves
 - ▶ Acted impulsively to immediate situations
 - ▶ Feel they are/were not in control
 - ▶ More likely to maintain anti-social attitudes
 - Viewed violations as an acceptable option to situation
 - Maintained general lack of empathy
 - Shifted blame or denied responsibility
- 

Getting to “Know” our Youth...

- ▶ More likely to hang around with individuals with criminal backgrounds
 - ▶ Less likely to live with both parents
 - ▶ Less likely to be in a stable supportive academic/learning environment
 - ▶ Less likely to identify someone in their life who serves in a mentoring capacity
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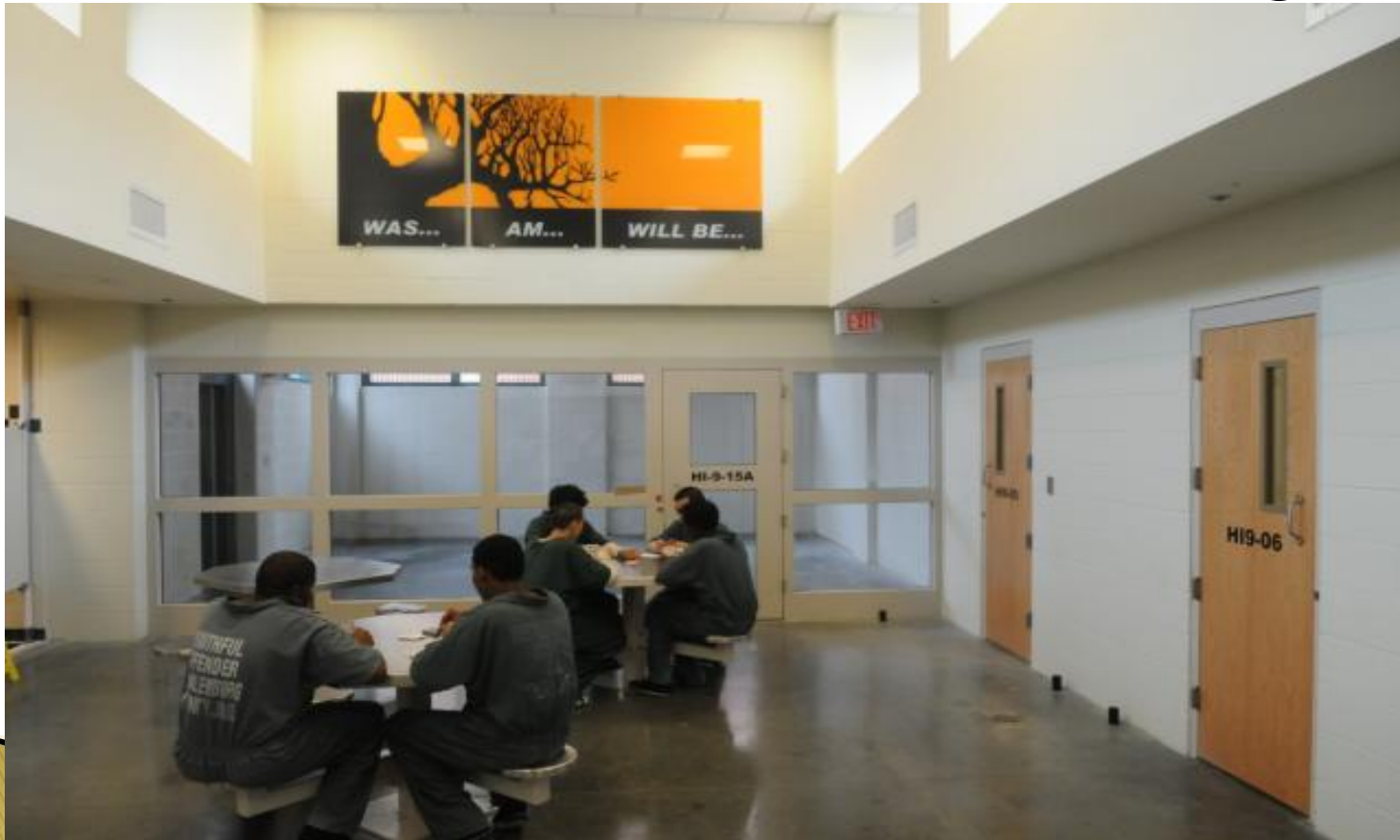
Youth Locations

- ▶ Youth housed @ North/Central [16–17]



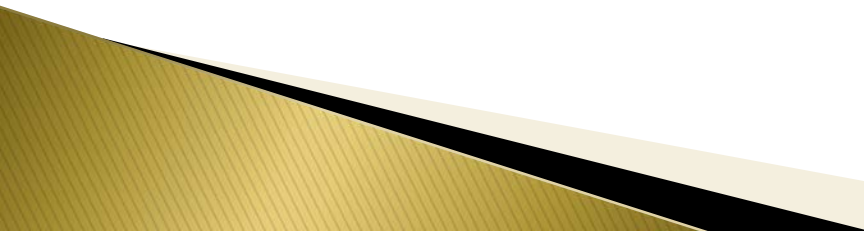
Youth Housing

- ▶ Youthful Resident Pods
- ▶ 12:1 Officer Ratio, wet cells, natural light



Youth Program Staffing

- ▶ Staffing includes:
 - ▶ Vachon McCleave– Therapeutic Liaison
 - ▶ Edna Ramos– YO Case Manager
 - ▶ Danny Leach– YO Case Manager
 - ▶ Sylvia Wynn– Library Supervisor
 - ▶ Lacre Brown–Librarian
 - ▶ Will Hawkins– CIS Coordinator
 - ▶ Tomika Anderson– Administrative Assistant

 - ▶ CMS Teachers
 - ▶ Q Foundation Instructors
 - ▶ Agency Providers
 - ▶ Contractors
 - ▶ Volunteers
 - ▶ Interns
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Case Management

- ▶ Nationally recognized screening tool: GAIN [Global Assessment of Individual Needs]
- ▶ Developed Triage Model for Directional Programming
- ▶ Youthful Offender Officer Trainings
- ▶ Youthful Offender Officer Participation and Interventions



Mental Health

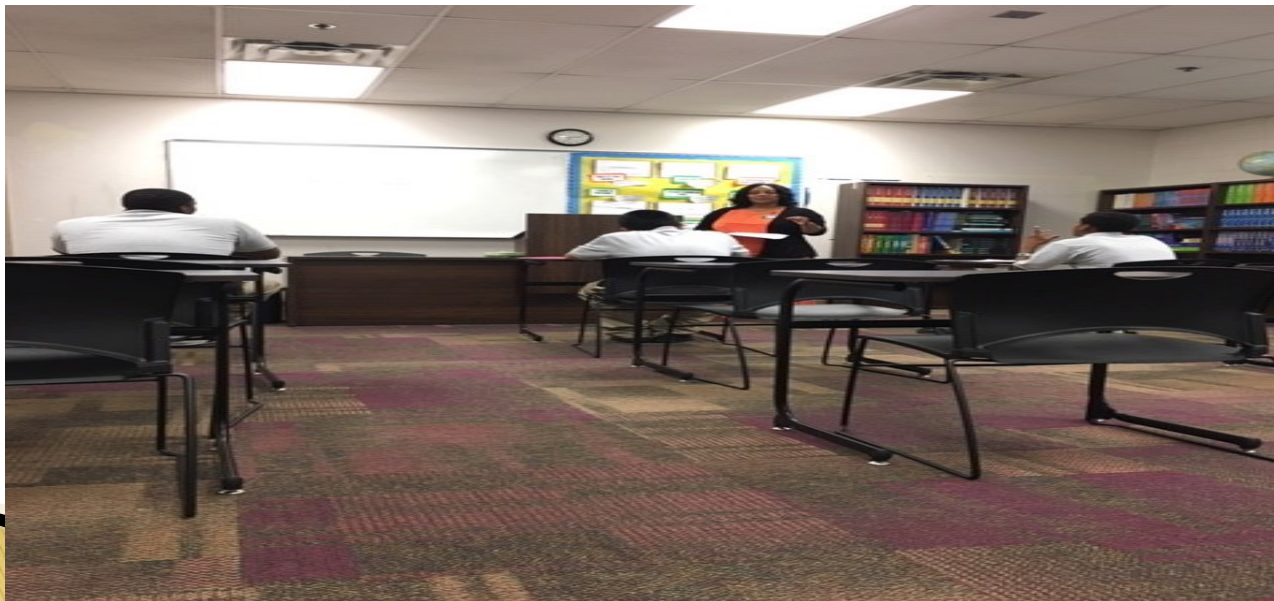
Youth Network Empowerment Team [YNET]

- ▶ Provides youth w/ mental health services and establishes family service partnerships before release
- ▶ Individual and group counseling
- ▶ 2 dedicated CCS workers [nights/weekends]



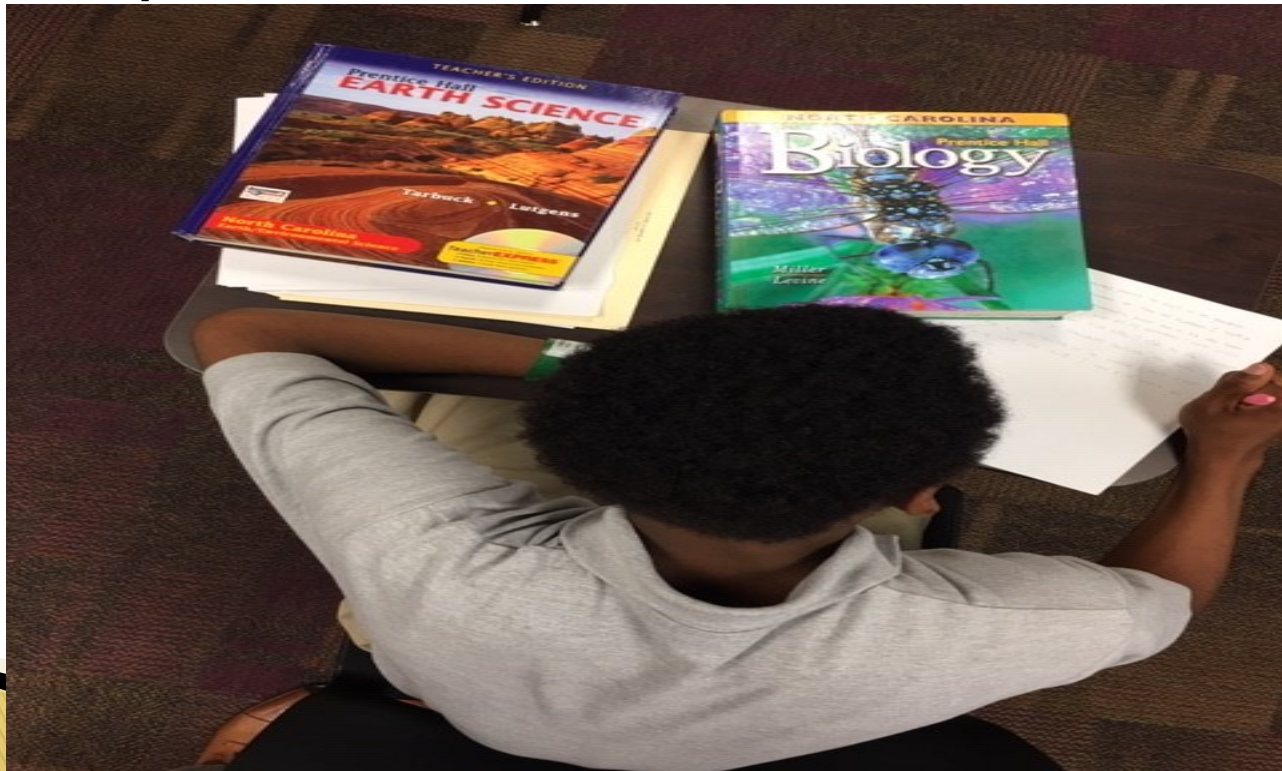
Educational Programs

- ▶ CMS Classes and GED Classes
- ▶ Reentry/Vocational Awareness
- ▶ Life Skills
- ▶ Financial Management
- ▶ Gang Interventions
- ▶ Anger Management
- ▶ STD/HIV Education



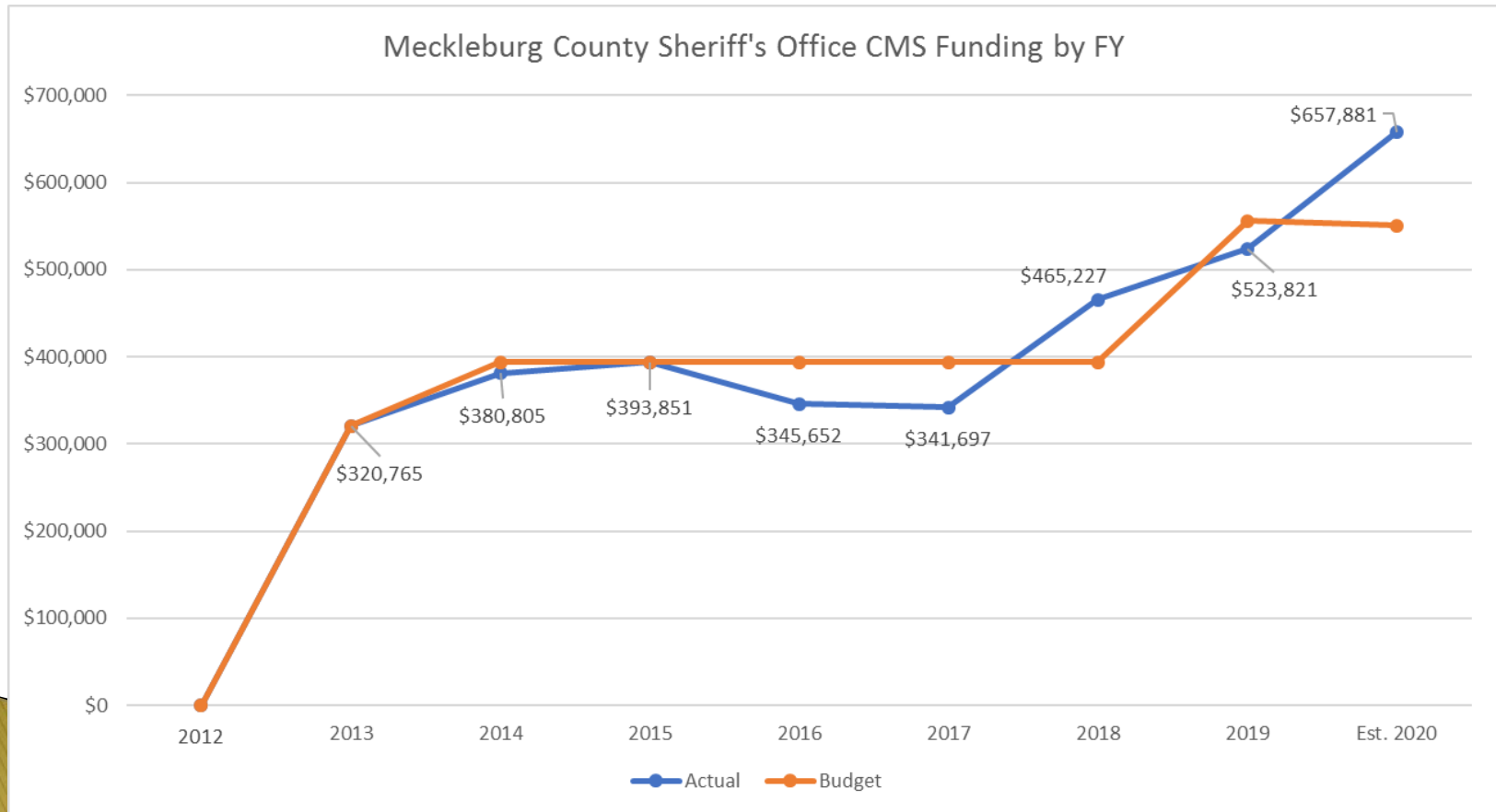
CMS/Turning Point Academy

- ▶ Certified CMS Teachers, Guidance Counselor, Dean of Students and Principal [Math, English, Science, SS, and Elective]
- ▶ Currently 10 enrolled students



CMS/Turning Point Academy

- ▶ CMS required County Funding in FY 2013.
- ▶ Requested additional \$102K for FY 20.



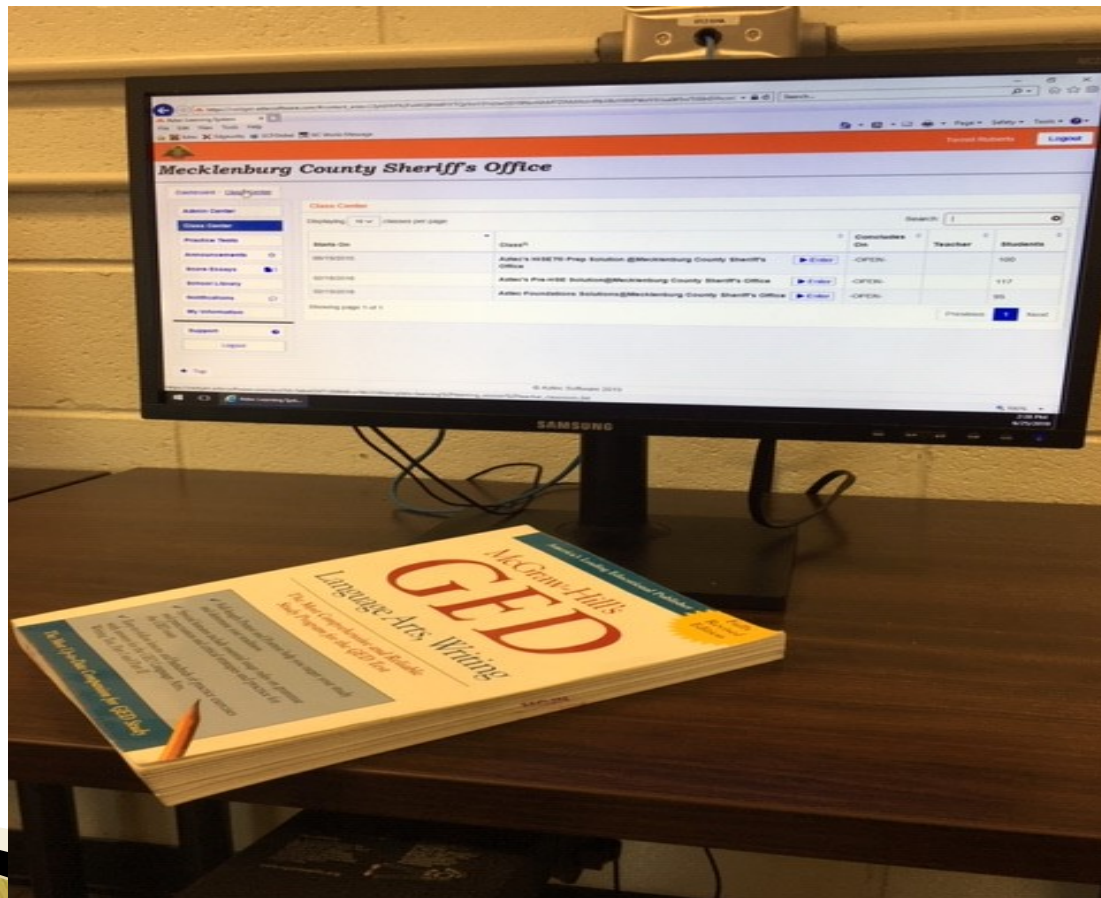
Communities in Schools

- ▶ MCSO is CIS site with a Site Coordinator that develops transition plans for our youth to return back to CMS.



GED Program

- ▶ Classes taught by Q Foundation and exams given by CPCC. Currently 21 enrolled.



Barber School

- ▶ Youth are working towards the NC State Barber Licensure Exam
- ▶ Classes taught by Just For You Barber School
- ▶ 5 students a time



Outdoor Recreation

- ▶ Youth are permitted to go outside for recreation and games.



Art Therapy w/ The Bechtler



Adolescent Female Programs

- ▶ Provides programs and services that target issues unique to our female youth population, to include Changed Choices mentoring, counseling, DV, parenting classes and traditional/non-traditional education.



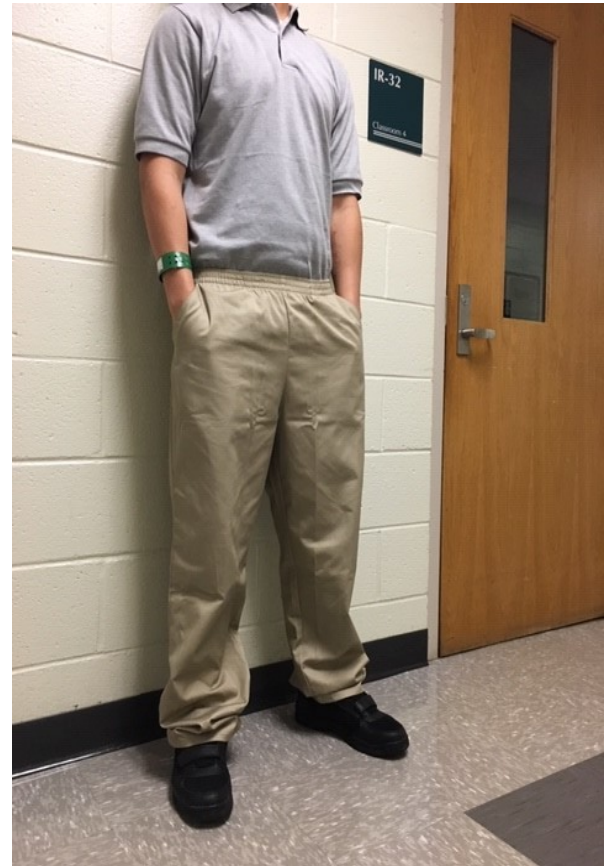
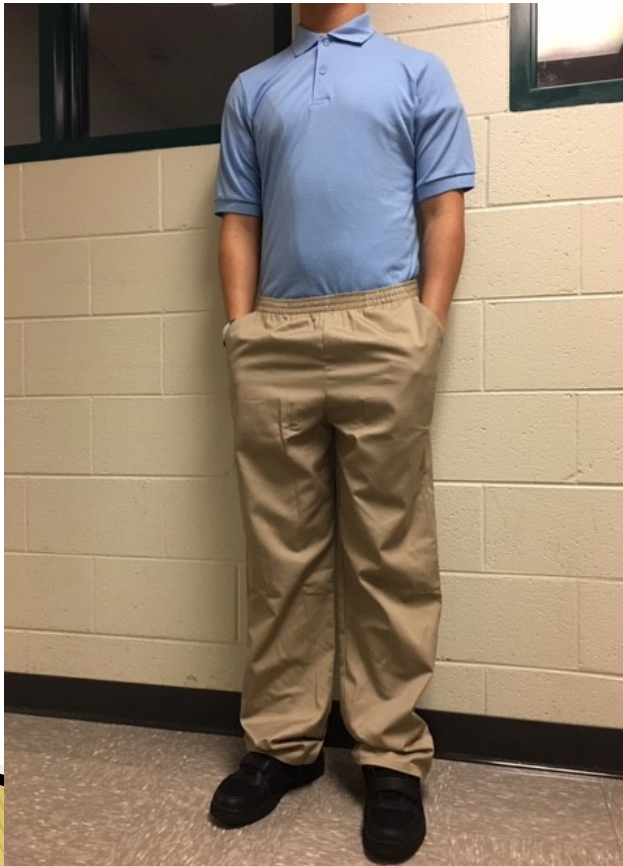
Specialized Programs

- ▶ Substance Abuse Awareness and Drug Prevention [Crossroads Reentry]



Uniform Changes

- ▶ We changed out the uniforms from jumpsuits to polos/khakis/sneakers.



Community Partners

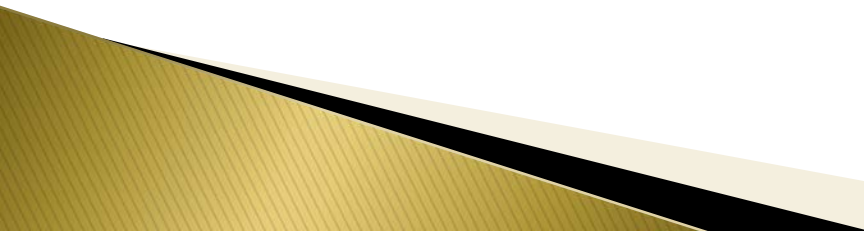
- ▶ Changed Choices
- ▶ Hands on Charlotte
- ▶ The Bechtler Museum
- ▶ Communities in Schools
- ▶ Mecklenburg County Health Department
- ▶ Anuvia
- ▶ Department of Social Services/Youth and Family Services
- ▶ The Relatives
- ▶ Thompson Child and Family Focus
- ▶ Crossroads Reentry
- ▶ Queen City Optimist Club
- ▶ Life Connections
- ▶ Parent Voice
- ▶ Women's Commission
- ▶ Enterpro
- ▶ Council For Children's Rights



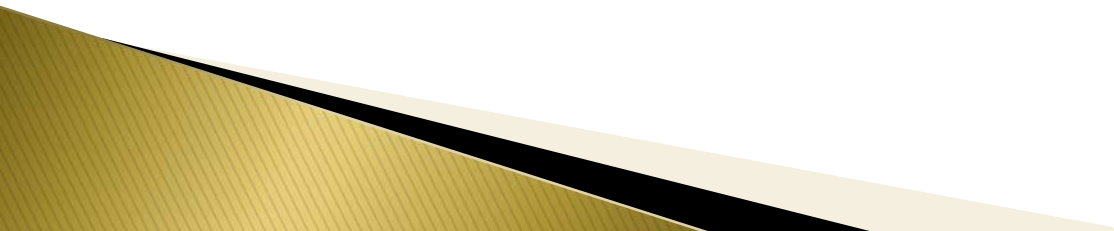
Adolescent Program Stats

- ▶ 453 Total Intakes [50F/403M] in FY17
- ▶ Avg. length of stay 12.1 days
- ▶ 453 YO bookings, 2,099 charges [58% mis, 39% felonies]
- ▶ 3.3% recidivated within 12 months
- ▶ 86% of total pop African American
- ▶ On avg. each youth takes 4.9 programs during their stay [not including CMS/GED]
- ▶ 1591 program sessions offered in 2017 by our partners

Adolescent Program Stats

- ▶ 132 Individual CMS students [126M/6F]
 - ▶ 12 graduates [11 CMS/1 GED]
 - ▶ 14 18–21 year olds were enrolled
 - ▶ 49% [82] students transitioned back to home school or Alt Ed setting
 - ▶ 1% expelled after 6 months
 - ▶ 111 individual GED students [95M/16F]
 - ▶ 1 graduate
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Adolescent Program Stats

- ▶ **YNET Mental Health Services FY17–18:**
 - ▶ 100 youthful offenders served
 - ▶ 755 Individual MH/Therapy sessions; 20 MH Group Sessions
 - ▶ 416 youth referred to services and 31 youth followed up upon release.
 - ▶ 95% of our youth had a GAIN Assessment
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The End!

- ▶ Questions
 - ▶ Comments
 - ▶ Contact Information:
 - ▶ Dr. Keith Cradle 980.314.5577
 - ▶ Keith.cradle@mecklenburgcountync.gov
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