

South Carolina Department of
Juvenile Justice

*Demonstrating Accountability and
Effectiveness using National
Performance-based Standards and
Outcomes*



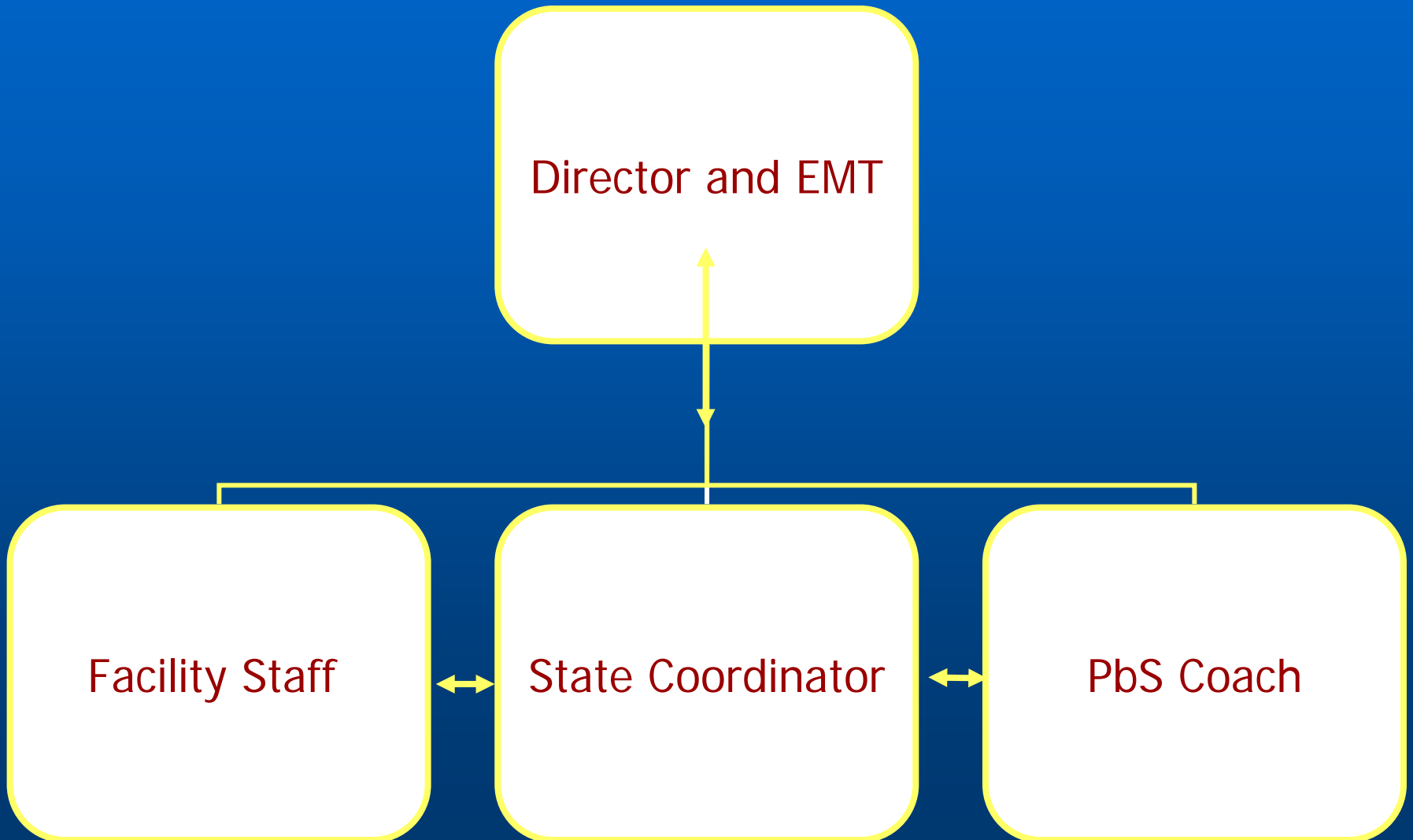
Topics

Methods for Integrating PbS

- Leadership
- Training
- Communication
- Teamwork
- Use of PbS Tools
- FIP Process
- Awards and Recognition

Effective Leadership

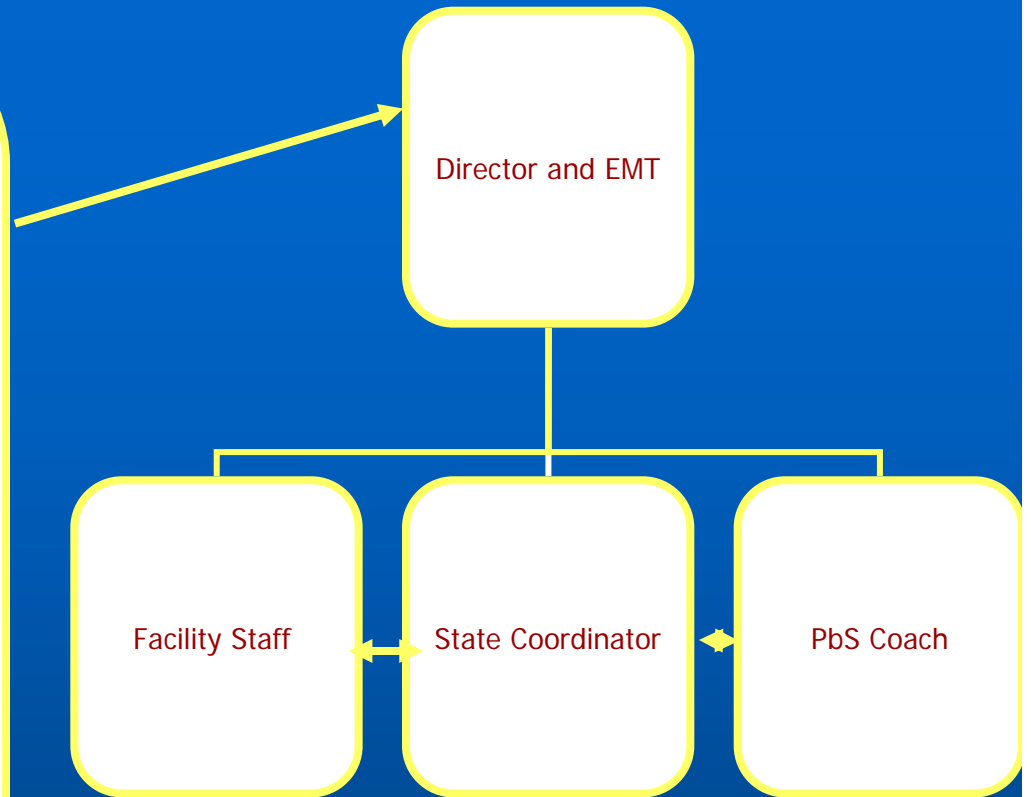
Communication



Clearly Articulated
Vision

Safe and Secure
Environment for
youth to live and
staff and
volunteers to work

Effective
Programming for
youth



Reports to Director and EMT as needed

Liaison between PbS Coach and DJJ staff

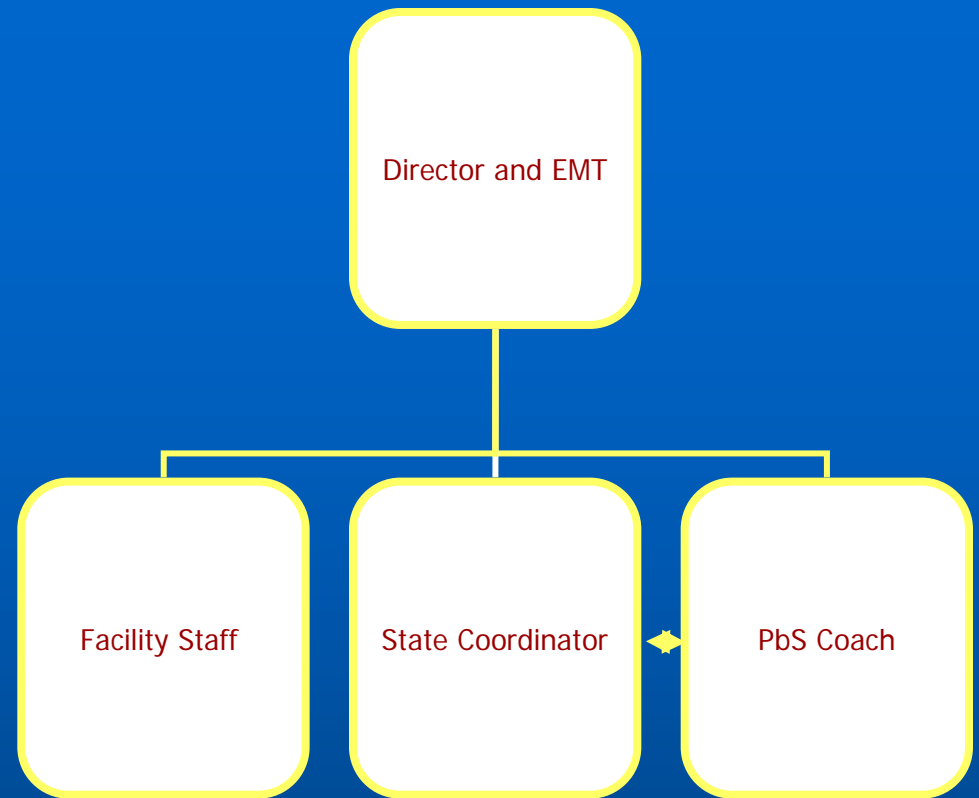
Interpreter-- Standards, Expected Practices and Processes

Analyze and Report Data results

Work with FSW to resolve Issues

Work Facility staff to develop FIPs

Monitor Progress



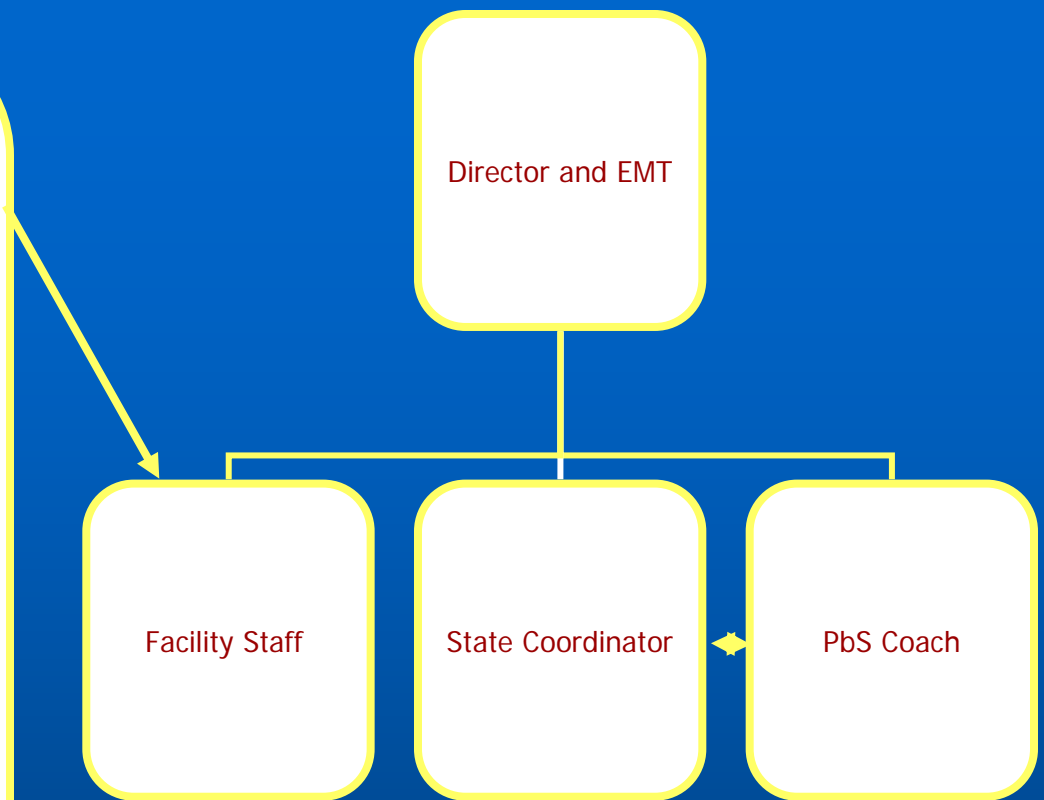
Convene Team meetings

Attend Shift Briefings-communicates achievements and concerns

Communicates with staff processing youth in and out of facilities

Conducts Exit Interviews with youth

Communicates successes and areas of concern – SC, Chain of command

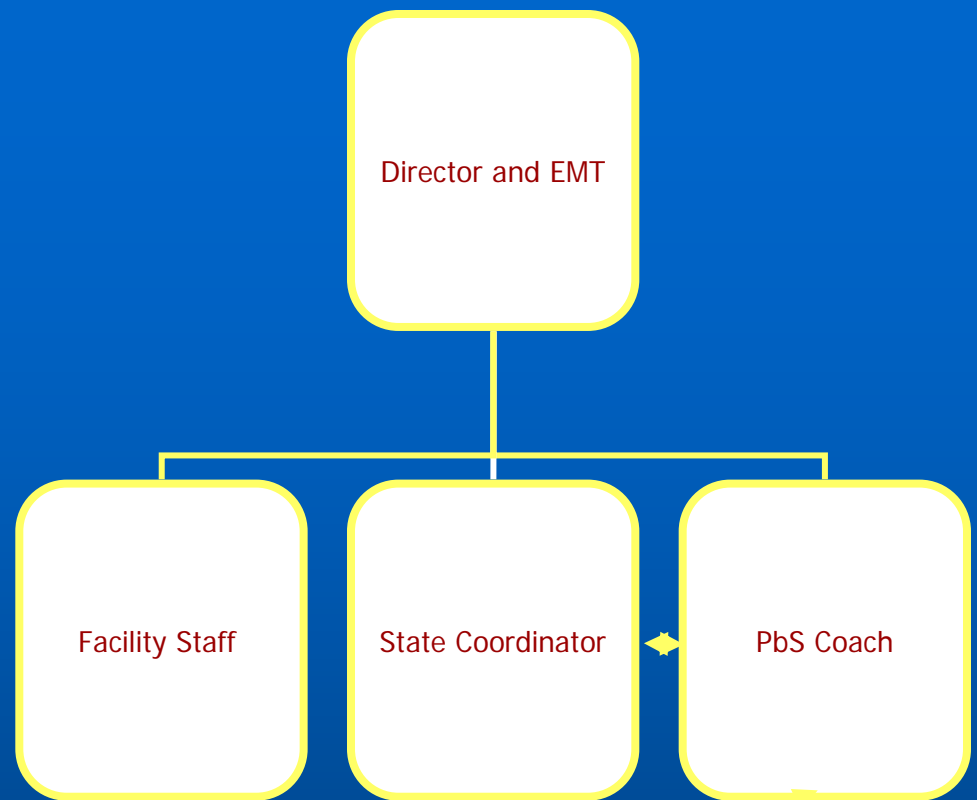


With Director as needed

With State Coordinators – Data, FIP, Performance Profiles, etc.

With Facility teams during DCCR calls, Performance Profile calls, FIPs, Progress on Action steps

Encouragement and recommendations for improvement



Training

DJJ

- New Employees

- Site Coordinators and Facility Administrators

- PbS Team Members

- Other Facility Staff

PbS Li

- Initial or Candidacy

- DLCs for PbS Team Members

- State Coordinators

Results-driven TEAMWORK

Regular Team
Meetings
Teams Training As
Needed
Share the Work



PbS Team assembled for
weekly meeting

Use of PbS Tools

- **OM Graphs**
- **Summary Reports**
 - (IR, Youth and Staff Survey Results, Youth Record)
- **Management Reports**
 - (Youth and Staff Survey Results, Injury Reports)
- **Web-based FIP process**
- **Performance Profiles**

Data-driven Facility Improvement Planning (FIP) Process

- Data collection and reporting
- Analysis of OMs, Summary, and Other Reports
- Action Steps and Strategies to drive improvement
- Review of Progress
 - Elimination of obstacles
 - Encouragement
- Data collection and reporting

Rewards and Recognition

Facility Sponsored

Quarterly Meetings

Certificates

Special Recognition

Special Luncheons

Agency Sponsored

The Link

Annual Awards
Ceremony

Recognition at EMT
meetings

The END