



JUVENILE PROBATION OFFICER TRAINING STANDARDS

A well-trained probation force will best serve the youth entrusted to their care as well as maintain the safety and security of our communities

March 19, 2013

EXECUTIVE SUMMARY

In June 2011, the 129th Ohio General Assembly passed House Bill 86 (Blessing, Heard) which is widely known as Ohio's Approach to Sentencing Reform. The bill's focus was to approach the correctional system to assess and place low level, non-violent offenders in the community, where they can access essential treatment and rehabilitation, and reserve the prison system for high-level offenders. The bill included provisions for the Ohio Department of Rehabilitation and Correction (DRC) to develop minimum standards for the training of adult probation officers. After DRC set minimum standards of training for adult probation officers, the sponsors of the bill and the Ohio Supreme Court asked for consistency in the training standards for juvenile supervision.

In June 2012, Governor John Kasich, signed into law Senate Bill 337 (Seitz, Smith) to address the collateral consequences that former youth and adult offenders face after their period of incarceration. These consequences impact negatively upon an individual's reentry to the workforce or educational settings. While the bill mainly deals with the issues mentioned, SB 337 also includes provisions to develop minimum standards for the training of juvenile probation officers, consistent with the language addressing training standards for adult probation officers. Other states have confirmed that implementing such training standards for probation and parole officers demonstrate efficacy in reducing recidivism, improve resource allocation and increase public safety. SB 337 requires that the Ohio Department of Youth Services develop and disseminate the minimum standards for training juvenile probation officers by March 2013.

Sec. 2301.271. (A) ...The department of youth services shall develop minimum standards for the training of probation officers who supervise juvenile offenders.

(B) ~~Within six months after the effective date of this section~~ September 30, 2012, the department of rehabilitation and correction and, within six months after the effective date of this amendment, the department of youth services shall make available a copy of the minimum standards developed by the department, as applicable, to the following entities:

- (1) Every municipal court, county court, and court of common pleas;*
- (2) Every probation department.*

The Juvenile Probation Officer Training Standards were created by a committee representing county probation staff, the Ohio Department of Youth Services and the Supreme Court of Ohio. The members representing county probation staff were selected to represent counties of various size, composition and demographics.

The committee fully supports the notion that a well-trained probation force will best serve the youth entrusted to their care as well as maintain the safety and security of our communities. The group gave considerable attention to the idea that Juvenile Probation Departments vary tremendously in their size and also have vastly different objectives, resources, and

philosophies. Any one of these issues may be the driving force in the direction of a probation department. For this reason, the committee's desire is to leave a fair amount of discretion in the hands of the Judge, to direct as he/she sees fit, the details of their annual staff training plan.

The standards are designed as minimum training standards for all juvenile probation officers who supervise juvenile offenders. The standards are intended to complement already existing standards (e.g., American Correctional Association standards), and are not intended to replace local training requirements and/or experiential learning acquired through on-the-job training. While the specific topics are not prescribed, the minimum number of hours of continuing education for probation officers has been set to a total of twenty (20) hours each year. The committee created four training categories: Juvenile Justice, Probation Officer Basic Practices, Orientation to Evidence Based Practices and Other (such as First Aid, CPR, etc.). The lists are not intended to be all encompassing; they are to serve as examples and as guidelines for future subject matters. The committee also felt it was important to create minimum standards for two populations: new officers and existing employees:

New Officer Standard – Any Juvenile Probation Officer hired after January 1, 2014, is required to complete 40 hours of training during their first year of employment. New Officers are required to complete a minimum of five (5) hours of training in the topics contained within the Juvenile Justice area, ten (10) hours of training in the topics contained within the Probation Officer Basic Practices area and ten (10) hours of training in the topics contained within the Orientation to Evidence Based Practices area. The remaining fifteen (15) hours are discretionary in terms of which topics can be covered, based on the needs of the court and experience of the officer. These training hours may target any of the previous topic areas, the 'Other' category or even topics not listed on the Standards chart.

Existing Employees Standard (Annual Training) – Beginning January 1st, 2014, all Juvenile Probation Officers are required to complete twenty hours of continuing education, relevant to their job, annually. The subject matter for the twenty (20) hours of continuing education should be approved locally by the juvenile probation officer's supervisor.

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New Officer Standard = *40 Total Hours

Juvenile Justice = 5 hours

Orientation to Evidence Based Practices = 10 hours

Existing Employees Standard (Annual Training) = 20 hours relevant to job duties (topics approved by supervisor)

Probation Officer Basic Practices = 10 hours

Discretionary topics = 15 hours

JUVENILE JUSTICE *(5 hours)	PROBATION OFFICER BASIC PRACTICES *(10 hours)	ORIENTATION TO EVIDENCE BASED PRACTICES *(10 hours)	OTHER TRAINING
Adolescent Development/Risk Factors	Case Management	Assessment Driven Case Management	Blood Borne Pathogens & Communicable Diseases
Ethics (including Professional Boundaries)	Court Etiquette/ Presentations	Cognitive Behavioral Therapy	Cardiopulmonary Resuscitation (CPR)
Family Engagement	Cultural Competency	EPICS (Effective Practices in Community Supervision)	Computer Skills. Local Case Management System –OCN (Ohio Courts Network)
Interagency Collaboration & Service Coordination	Drug Testing	Graduated Sanctions	Computer Training (Power Point, Word, Excel)
Juvenile Justice Overview - BARJ (Balanced & Restorative Justice)	Interviewing & Communication	Mental Health Orientation & Trauma	Defensive Driving
Local Resource Orientation (Mental Health, Family & Children’s First Councils, Drug & Alcohol, Developmental Disabilities, Jobs & Family Services, Law Enforcement, Schools, Juvenile Detention Centers, etc.)	Mandatory Reporting	Motivational Interviewing	Drug Identification and/or Meth Lab Training
Role of the Probation Officer and the Court	Report Writing	Risk Assessment Basics - OYAS (Ohio Youth Assessment System)	Firearms Qualifications & Weapons Retention
State Resources (Youth Services, Interstate Compact, Title IV-E, Judicial College, Red Tree House)	Search & Seizure and the Legal Liability	Substance Abuse Issues	First Aid
Victim Awareness	Self Defense, Officer Safety, Field Safety & Cuffing		Grant Writing

JUVENILE JUSTICE *(5 hours)	PROBATION OFFICER BASIC PRACTICES *(10 hours)	ORIENTATION TO EVIDENCE BASED PRACTICES *(10 hours)	OTHER TRAINING
	Special Populations (Sex Offenders –Adam Walsh Act, Gangs, Mental Health Offenders, Female Offenders, Status Offenders, etc.)		Human Trafficking
	Technology & Social Media. How to use it and what not to do.		Leadership/Supervisor Training
	Verbal Strategies, De-escalation, Conflict Resolution		Officer Wellness (Stress, Secondary Trauma, etc.)
			Prison Rape Elimination Act (PREA)
			Pre-Sentence Investigation Writing
			Scenario Training
			“Sexting”
			Sexual Harassment (Staff, Youth, Agency)
			Special Education Rights of Youth
			Suicide Awareness
			Time Management

YOU CAN FIND ADDITIONAL TRAININGS THROUGH THE FOLLOWING WEBSITES:

Ohio Department of Youth Services – www.dys.ohio.gov

Ohio Department of Rehabilitation and Corrections – www.drc.ohio.gov

Ohio Peace Officer Training Academy – www.ohioattorneygeneral.gov/Law-Enforcement/Ohio-Peace-Officer-Training-Academy/Course-Catalog

Ohio Judicial College – www.supremecourt.ohio.gov

The committee recognizes that the field of juvenile justice is constantly evolving. New approaches and/or promising practices designed to better serve youth are in practice today and may be considered 'mainstream' tomorrow. As such, the group is dedicated to revisiting and updating the subject matter, if necessary, on an annual basis.

The committee was composed of the following members:

Fred Adballa Jr.	Jefferson County Juvenile Court
Cedric Collins	Ohio Department of Youth Services
Steve Curl	Ohio Department of Youth Services
David Edelblute	Licking County Juvenile Court
Curtis Howard	Summit County Juvenile Court
Robert W. Manning	Ohio Department of Youth Services
Christine McAlpine	Franklin County Juvenile Court
Julie Norberg	Allen County Juvenile Court
Kevin A. Shepherd	Ohio Department of Youth Services
Kristopher Steele	Supreme Court of Ohio
Jeff Swords	Scioto County Juvenile Court
David Tobin	Ohio Department of Youth Services