

**IOWA'S FIRST UPDATE FOR COMPLIANCE  
WITH THE DISPROPORTIONATE MINORITY  
CONTACT (DMC) CORE REQUIREMENT OF THE  
FEDERAL JUVENILE JUSTICE AND DELIQUENCY  
PREVENTION ACT**

**March 2019**



Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning  
Statistical Analysis Center  
Steve Michael, Administrator  
321 E. 12th Street  
Des Moines, IA 50319  
(515) 242-5823  
<https://humanrights.iowa.gov/cjip>



## OVERVIEW

This 2019 Disproportionate Minority Contact (DMC) Compliance Report is the first update to that section of Iowa's 2018 federal Juvenile Justice and Delinquency Prevention Act (JJDP Act) Three Year Plan formula grant application. This report contains the DMC plans the state and 10 local jurisdictions (Black Hawk, Des Moines, Dubuque, Johnson, Linn, Polk, Pottawattamie, Scott, Webster, and Woodbury Counties) are implementing to reduce DMC during calendar year 2019 (CY19).

The state and local plans are developed to assist Iowa in accomplishing its DMC goals and objectives. Those goals and objectives are developed and approved by Iowa's Juvenile Justice Advisory Council (JJAC) and the DMC subcommittee (DMC Sub). The DMC Sub provides oversight to Iowa's DMC efforts. The Iowa Division of Criminal and Juvenile Justice Planning (CJJP) provides staff support for this subcommittee. The DMC goals are listed at the beginning of this document, after the table of contents.

This report utilizes the federal Office of Juvenile Justice and Delinquency Prevention's (OJJDP) newly developed structure for assessing DMC. The new requirement focuses assessment efforts on five juvenile justice decision points: arrest/complaint, diversion, pre-trial detention (new admissions to detention), secure confinement (State Training School placement), and adult court waiver.

Similar to prior years, states and local jurisdictions are required to perform assessments by comparing the representation of youth of color (YOC) against White youth through completion of a "data goal sheet". The new assessment process requires states to determine the percentages YOC and White youth comprise in the general population compared against their percentages within the five decision points. Importantly, the new assessment process requires a numeric listing of the extent to which DMC will be reduced (see **yellow highlighted** section of each data goal sheet). *The goal sheet reflects how much a jurisdiction will seek to reduce DMC.* Using the new assessment process the most overrepresented population is African-American youth, and with few exceptions, disproportionality is not evident for other YOC.

Included as part of each of the state and local plans are "action planning worksheets" which describe past and future efforts to reduce DMC decision points, persons/entities responsible, the necessary supports, the outcomes to be achieved, etc. *The action planning work sheets provide information on how DMC will be reduced in CY19.* The action plan must also address issues specific to girls of color, to the extent that such overrepresentation exists. All DMC plans must seek reductions without compromising public safety.

CJJP will be providing quarterly data reports in CY19 to update the state and local jurisdictions regarding their progress reducing DMC.

## TABLE OF CONTENTS

<b>IOWA'S 2019 DISPROPORTIONATE MINORITY CONTACT ACTION PLAN</b>	<b>1</b>
<b>DMC GOALS &amp; OBJECTIVES</b>	<b>3</b>
<b>STATE &amp; LOCAL DMC PLANS</b>	<b>7</b>
State	7
Black Hawk County	9
Des Moines County	11
Dubuque County	13
Johnson County	15
Linn County	17
Polk County	19
Pottawattamie County	21
Scott County	23
Webster County	25
Woodbury County	28



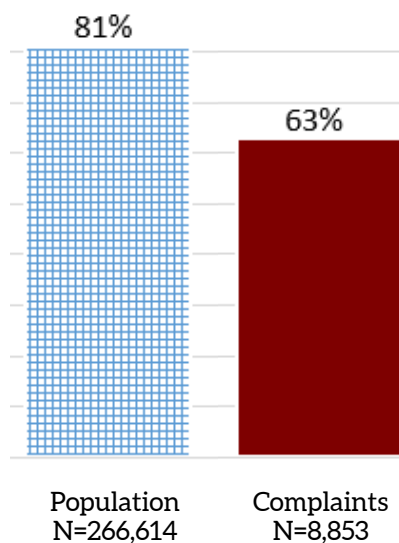
# IOWA'S 2019 DISPROPORTIONATE MINORITY CONTACT ACTION PLAN

The Office of Juvenile Justice and Delinquency Prevention (OJJDP) has required states to assess the extent to which minority youth are over-represented in the juvenile justice system - and, if so, to implement activities to impact the issue.

Iowa's Juvenile Justice Advisory Council (JJAC) has charged a state Disproportionate Minority Contact Subcommittee to provide oversight for Iowa's disproportionate minority contact (DMC) effort.

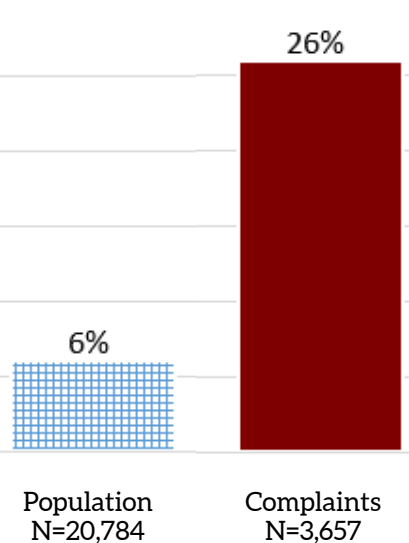
**Nationally, minority youth are disproportionately represented at every stage in the juvenile justice system.**

**Iowa's White Youth Population & Complaints  
2017 (0-17 years)**



**Iowa's African-American Youth Population & Complaints  
2017 (0-17 years)**

**African-American youth are 5 times more likely to receive a Juvenile Court Service (JCS) complaint than white youth.**



**On average, Iowa plans to decrease the number of complaints for African-American youth in 2019 by approximately:**



# IOWA'S DMC 2019 ACTIVITIES

## Summary of local and state intervention efforts to reduce DMC.

### Partnerships

- Active engagement of local DMC subcommittees
- Strengthen the partnerships with law enforcement, school officials, public defenders, county attorneys, & others to improve outcomes for youth
- Mentoring Programs
- Department of Human Services breakthrough collaborative



### Tools & Services

- Detention Screening Tool (DST)
- Iowa Delinquency Assessment (IDA)
- Effective Practices in Community Supervision (EPICS)
- Service Matching
- Restorative Justice
- Pre-charge diversion of low-level offenders



### Policy

- Development & review of state & local policies regarding DMC
- Review of school discipline policies & MOU's
- Review policies & practices for technical violators



### Data & Training

- Justice Data Warehouse (JDW)
  - Juvenile Court Services data
  - Easy Access (EZA)
- Effective training on implicit bias, cultural competency, & gender responsiveness
- Recidivism & other youth outcomes
- Pre-charge diversion information



## DMC GOALS & OBJECTIVES

The following is one of five priority areas developed by the Iowa Juvenile Justice Advisory Council for their FFY2018 Juvenile Justice and Delinquency Prevention Act Formula Funds Three-Year Plan. This priority provides an underlying principle that the Juvenile Justice Advisory Council will apply towards the improvement of the juvenile justice system in Iowa.

### Disproportionate Minority Contact (DMC)

**Goal 1: Minimize system contact for low risk<sup>1</sup> youth of color by developing formal, statewide diversion opportunities through implementation of structures and policies at early juvenile justice system processing<sup>2</sup>**

#### Objective 1

Provide oversight and document local community efforts to reduce DMC and encourage expansion of local efforts.

- Seek OJJDP technical assistance for a small number of pilot sites to develop a standardized model for pre-charge diversion including, potential funding incentives.
- Provide membership, input, and seek feedback from Iowa's Juvenile Justice System Improvement (JJSI) efforts, as well as take advantage of technical assistance from JJSI national consultants.

#### Outcomes

1. Cost of diversion initiatives
2. # of youth completing diversion requirements
3. Recidivism
4. Number of community partners (e.g. schools, law enforcement, DHS, providers) contributing to diversion efforts
5. Provide data regarding DMC issues.

#### Objective 2

Provide oversight of implementation of the Detention Screening Tool (DST).

- Review, analyze, re-validate the DST.
- Assist with provision of DST training for JCS and juvenile detention facility staff.

#### Outcomes

1. A validated tool to assist in determining appropriate youth to detain.
2. Develop and implement a statewide policy for the DST.

#### Objective 3

Research potential mental health/substance abuse/adverse childhood experience screening instruments.

- Survey each judicial district to determine mental health/substance abuse placement for youth.
- Collect aggregate data from identified facilities (race/ethnicity and gender) to determine the representation of youth of color and girls in those settings.

---

<sup>1</sup> Low risk = Low risk on the Iowa Delinquency Assessment (IDA) or simple misdemeanor offense level.

<sup>2</sup> Early System Processing includes: school discipline, charge (or taking into custody), juvenile court services (JCS) referral, informal adjustment and other JCS diversion activities, detention, and detention alternatives

### **Outcomes**

1. Review the option for a new mental health (MH) screening tool for JCS (e.g. MACI).
2. Provide report/data on MH in identified facilities.
3. Collaborate with the National Alliance on Mental Illness (NAMI) and the Iowa Office of Consumer Affairs.
4. Determine service gaps.
5. Data collection for youth with MH needs.

### **Objective 4**

Participate in efforts to validate the short form Iowa Delinquency Assessment (IDA).

- Receive data on IDA validation product from Washington State University researchers.
- Review and provide feedback to Washington State researcher, the JJAC, and JCS, and other key system officials on the IDA validation recommendations.

### **Outcomes**

1. Implement recommendations from the IDA validation.

### **Objective 5**

Further DMC Efforts through support of key legislative initiatives.

- Support the recommendations (including legislative recommendations) contained in the Iowa Girls Justice Initiative (IGJI) report.
- Seek refinement and expansion of minority impact statement legislation to affect bills that impact minority over representation.
- Support the concept of prohibiting racial profiling to address disparate treatment of minorities in the criminal and juvenile justice systems.

### **Outcomes**

1. Collaborate with others regarding legislation, both state and federal.

## **Goal 2: Formalize Collaboration with Iowa Task Force for Young Women**

### **Objective 1**

Finalize key priorities for Black girls<sup>3</sup>.

- Review/analyze data (school suspension, JCS, detention, deep end, etc.).
- Study research-causes for Black females' overrepresentation in the juvenile justice system.

### **Outcomes**

1. Review legislation and written products to see where groups have common goals.

---

<sup>3</sup> "Black girls" refers to a girl having origins in any of the Black racial groups of Africa or Caribbean countries.

**Objective 2**

Hold joint meeting(s) between DMC Sub and Iowa's Task Force for Young Women (ITFYW).

- Determine specific areas/activities for the two groups to collaborate.
- Staff and subcommittee chairs will actively coordinate efforts.

**Outcomes**

1. Number of joint meetings.
2. Number of joint work products.

**Goal 3: Investigate Issues regarding Refugee and Immigrant Youth with the Intent of Eventually Informing and Educating JCO's and Judges****Objective 1**

Identify key juvenile justice-system and other related resources for these populations.

- Add key members to DMC Sub with knowledge of refugee and non-citizen youth.
- Seek data for refugee and immigrant youth.
- Identify and develop support/advocacy for refugee and immigrant youth.
- Access specific expertise from DHS' Bureau of Refugee Services.
- Begin a process to learn and understand the diasporas of youth of color and related issues for immigration and migration and the affects in the juvenile justice system.

**Outcomes**

1. Develop basic survey for refugee and immigrant services.

**Goal 4: Research and Affect Change for Deep-end Youth of Color eligible for State Training School Placement (STS) according to Iowa Code §232.52(2).****Objective 1**

Utilize basic data format developed by ITFYW (and other data sets) to develop and write an action plan for boys of color eligible for placements at STS.

- Collaborate with ITFYW for action plan development to include eligible girls of color.

**Outcomes**

1. Develop data report based on template from ITFYW.

**Objective 2**

Collaborate with work groups for Iowa's JJSI and Juvenile Reentry Systems Efforts to institutionalize change that emphasizes STS youth of color.

- Access federal technical assistance, as required, to further efforts

**Outcomes**

1. Development and implementation of statewide policies around system improvement.
2. Collaboration among various partners regarding transition for youth discharged from out-of-home placement.



**Objective 3**

Engage and learn from Polk County's Results Count initiative to reduce the rates of placement for emancipated youth of color.

- Bring Results Count representative/s to present at DMC Sub Meeting.
- Access related data from the initiative.
- Learn from strategies –
  - I. foster care recruitment (families of color)
  - II. increased engagement of family and extended family
  - III. use of judicial influence, etc.

**Outcomes**

1. Collaborate with Iowa's Juvenile Reentry Task Force and other associated entities.
2. Rate of placement for emancipated youth of color.

# State of Iowa

## Section 1: Data Goal Sheet

State of Iowa	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	268,331	82.5%	267,375	82.0%	266,773	81.4%	266,614	80.7%	129,846	80.5%	136,768	81.0%	266,614	80.7%	--	--
Complaint	10,416	64.6%	9,298	63.1%	8,815	63.7%	8,709	63.2%	2,625	62.2%	5,326	58.8%	7,951	59.9%	--	--
Diversion	7,944	68.0%	7,338	66.6%	6,792	66.7%	6,733	67.3%	2,264	65.0%	3,992	63.4%	6,256	63.9%	--	--
Pretrial Detention	793	54.5%	763	54.8%	732	53.6%	660	51.0%	164	48.8%	524	42.3%	688	43.7%	--	--
Secure Confinement	102	50.7%	45	37.8%	100	52.6%	74	54.8%	0	n/a	49	42.2%	49	42.2%	--	--
Adult Court Transfer	172	58.3%	124	55.6%	124	51.9%	110	55.8%	22	61.1%	102	50.0%	124	51.7%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	18,659	5.7%	19,296	5.9%	19,963	6.1%	20,784	6.3%	10,234	6.3%	10,550	6.2%	20,784	6.3%	--	--
Complaint	3,990	24.7%	3,790	25.7%	3,463	25.0%	3,586	26.0%	1,090	25.8%	2,691	29.7%	3,781	28.5%	3,515	-7.0%
Diversion	2,551	21.8%	2,457	22.3%	2,208	21.7%	2,199	22.0%	787	22.6%	1,580	25.1%	2,367	24.2%	2,400	1.4%
Pretrial Detention	406	27.9%	446	32.0%	429	31.4%	434	33.5%	114	33.9%	516	41.6%	630	40.0%	600	-4.8%
Secure Confinement	69	34.3%	62	52.1%	64	33.7%	50	37.0%	0	n/a	53	45.7%	53	45.7%	48	-9.4%
Adult Court Transfer	90	30.5%	68	30.5%	83	34.7%	67	34.0%	12	33.3%	79	38.7%	91	37.9%	85	-6.6%

## Section 2: Action Planning Worksheet-State

Iowa's detention reductions will include reductions for youth that are technical violators

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
State DMC Subcommittee	Dave Kuker	Jan. 1, 2019	Dec. 31, 2019	On going - long term	State DMC Sub	JJDP Act Title II Funds	*# of DMC Meetings *Policy Proposals *DMC-Related Products
State Level Leadership	Dave Kuker & Steve Michael	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Other state agencies (Education-DE, Human Services-DHS, State Court Administration-SCA)	Ongoing commitment state officials	*# of meeting w/ agencies *policy proposals *DMC-Related Products
Local Collaboration And Training	Dave Kuker	Jan. 1, 2019	Dec. 31, 2019	On going - long term	JJ system officials & minority leaders in local jurisdictions	Title II Funds	*# of local DMC plans (included) *# of local meetings, *# of local requests of CJJP
> Pre-Charge Diversion Technical Assistance	Dave Kuker, Tammi Blackstone, & Laura Roeder- Grubb	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	Four local jurisdictions w/ JJ leaders, central offices DE & SCA, JJSI staff from CJJP	Short-term provision of TA thru Center for Children's Law and Policy (CCLP), Title II, & federal JJSI funds	*Spring visit by CCLP including key leaders & teams from four sites *State-level policy recommendations for pre-charge effort *Recommendation must include structure for state-level data collection re: diversion programs *Incorporated recommendations from CCLP
Regular Data Reports	Laura Roeder- Grubb	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Provision of DMC-related data thru EZ info system and/or provision of reports	Federal & State Funds	*# of requested reports *# of DMC-related reports *# of training/webinar for EZA data
Specialized-Related Planning Initiatives	Dave Kuker	Jan. 1, 2019	Dec. 31, 2019	On going - long term	(see below)	(see below)	(see below)
> Refugee/Immigrant Youth	Dave Kuker	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	Dept. of Human Rights, Division of Community Advocacy & Services	Title II	*Identification of resources of policies & resources for refugee/immigrant youth *Discussion w/ JCS & JBIT about ethnicity/country of origin
> ITFYW Joint Meetings	Dave Kuker & Kathy <u>Nestey</u>	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Iowa Task Force for Young Women	Title II	*# of joint meetings *# of joint policy products
> Collaboration JJSI	Dave Kuker & Tammi Blackstone	Jan. 1, 2019	Dec. 31, 2019	On going - long term	(see pre-charge section above)	(see pre-charge section above)	(see pre-charge section above)
> JDAI-DST Evaluation	Tammi Blackstone	Jan. 1, 2019	Dec. 31, 2019	On going - long term	JJSI staff & committee working on DST		*# of meeting *finalized electronic version of DST *# of local trainings provided
IDA Validation Recommendations	Laura Roeder- Grubb	Jan. 1, 2019	Dec. 31, 2019	NEW	CJJP-JBIT/JCS	Reentry	*# of recommendations incorporated *increase predictability of the tool (IDA)

# Black Hawk County

## Section 1: Data Goal Sheet

Black Hawk County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	9,039	74.0%	8,982	73.3%	8,902	73.0%	8,962	72.6%	4,384	72.2%	4,578	73.0%	8,962	72.6%	--	--
Complaint	335	39.0%	259	34.2%	153	30.7%	174	41.1%	65	38.2%	117	38.7%	182	38.6%	--	--
Diversion	246	42.5%	230	44.1%	101	33.2%	108	43.9%	44	113	69	43.7%	113	43.8%	--	--
Pretrial Detention	9	20.5%	15	25.0%	11	22.4%	11	37.9%	2	16.7%	6	20.0%	8	19.0%	--	--
Secure Confinement	4	44.4%	3	33.3%	2	22.2%	6	35.3%	0	--	2	13.3%	2	13.3%	--	--
Adult Court Transfer	4	36.4%	4	36.4%	2	10.5%	0	--	0	--	4	28.6%	4	25.0%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	1,847	15.1%	1,877	15.3%	1,892	15.5%	1,984	16.1%	995	16.4%	989	15.8%	1,984	16.1%	--	--
Complaint	493	57.5%	474	62.6%	326	65.3%	236	55.8%	103	60.6%	183	60.6%	286	60.6%	266	-7.0%
Diversion	317	54.7%	277	53.2%	188	61.8%	131	53.3%	54	54.4%	86	54.4%	140	54.3%	135	-3.6%
Pretrial Detention	33	75.0%	45	75.0%	37	75.5%	18	62.1%	9	75.0%	24	80.0%	33	78.6%	30	-9.1%
Secure Confinement	4	44.4%	6	66.7%	6	66.7%	11	64.7%	0	--	12	80.0%	12	80.0%	12	0.0%
Adult Court Transfer	6	54.5%	7	63.6%	16	84.2%	5	100.0%	2	100.0%	10	71.4%	12	75.0%	12	0.0%

## Section 2: Action Planning Worksheet-Black Hawk County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Continue implementation of school discipline reform	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Waterloo School /SRO group	None	We can monitor progress, but will be ongoing
> Create funding mechanism to provide Tomorrow's Leaders in the Waterloo system.	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	Adjusted	Mental Health grant in school – team working for funding	None	Waterloo Schools has mental health services available to every student in every building
Continue Implementation of JDAI	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term	No one	CJJP DST data	We will forever review detention stats and info provided from the DST
> Provide staff participation in state effort to re-evaluate DST (Track recidivism by gender, race, age, and charge)	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Todd M but will be replaced	CJJP data	Once the DST is validated and rolled out state wide. Then monitored to ensure usage.
> Increase mentoring-match by gender & race	Terrance Campbell	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	Brian Sedgwick	None	Data to support matches and recidivism on closed cases
> Increase engagement through YTDM for youth returning to the community	Brian Sedgwick	Jan. 1, 2019	Dec. 31, 2019	On going - long term	JCO staff	None	We are tracking YTDM meetings and will be ready to look at recidivism
Participate in Local DMC-related mtgs.	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Local team including school, law enforcement, Court, attorneys, NAACP	None currently identified	When we come off the disparity radar
Participate in State DMC Subcommittee	Dave Kuker	Jan. 1, 2019	Dec. 31, 2019	Met	Felicia Carter	None	
SPA DMC-related TA	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Enhance Efforts to reduce DMC	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Unique to strategy		
Pre-Charge Diversion	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Participate in state technical assistance effort regarding pre-charge diversion	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			
- Track recidivism for pre-charge diversion by gender, race, age, and charge	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term			

# Des Moines County

## Section 1: Data Goal Sheet

Des Moines County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	3,372	81.8%	3,309	81.1%	3,277	81.0%	3,275	80.7%	1,620	80.7%	1,655	80.6%	3,275	80.7%	--	--
Complaint	210	49.4%	248	61.4%	191	58.8%	222	62.2%	69	60.0%	108	55.7%	179	58.1%	--	--
Diversion	143	51.4%	208	62.8%	178	67.7%	146	60.3%	59	62.1%	65	53.7%	124	57.4%	--	--
Pretrial Detention	21	52.5%	27	64.3%	17	53.1%	23	69.7%	6	54.5%	24	75.0%	30	69.8%	--	--
Secure Confinement	5	100.0%	3	60.0%	1	50.0%	1	100.0%	0	--	4	80.0%	4	80.0%	--	--
Adult Court Transfer	5	41.7%	5	83.3%	9	56.3%	7	58.3%	1	50.0%	5	83.3%	6	75.0%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	467	11.3%	480	11.8%	478	11.8%	482	11.9%	239	11.9%	243	11.8%	482	11.9%	--	--
Complaint	207	48.7%	148	36.6%	129	39.7%	126	35.3%	41	35.7%	77	39.7%	118	38.2%	116	-1.7%
Diversion	129	46.4%	115	34.7%	82	31.2%	87	36.0%	32	33.7%	48	39.7%	80	37.2%	76	-5.0%
Pretrial Detention	19	47.5%	15	35.7%	14	43.8%	8	24.2%	3	27.3%	7	21.9%	10	23.3%	10	0.0%
Secure Confinement	0	0.0%	2	40.0%	1	50.0%	0	0.0%	0	--	1	20.0%	1	20.0%	1	0.0%
Adult Court Transfer	7	58.3%	1	16.7%	6	37.5%	5	41.7%	1	50.0%	1	16.7%	2	25.0%	2	0.0%

## Section 2: Action Planning Worksheet-Des Moines County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Des Moines County – Breakthrough Series Collaborative	Community Committee	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Other community members as identified	Not identified at this time	Monthly meeting – outreach activities in community and schools; resources identified for public
Implicit Bias Training for all Judicial Branch staff	Iowa Judicial Branch	Jan. 1, 2019	Dec. 31, 2019	Met	None	None	All Iowa Judicial Branch staff have completed training; new staff to do
Iowa Delinquency Assessment, Detention Screening Tool, Effective Practices in Community Supervision, Electronic Monitoring	Juvenile Court Services	Jan. 1, 2019	Dec. 31, 2019	On going - long term	None	None	Use of JCS tools reviewed in regular operation
Functional Family Therapy	Four Oaks Family Services	Jan. 1, 2019	Dec. 31, 2019	On going - long term	None	None	Intensive family counselling in the home and community
Juvenile Court School Liaison	Young House Family Services	Jan. 1, 2019	Dec. 31, 2019	On going - long term	None	None	Consistent contact with JCS clients, students and providers at school; reports to court, school, parents
Juvenile Detention Center Counselling and Group Skill Building	Young House Family Services	Jan. 1, 2019	Dec. 31, 2019	On going - long term	None	None	Services provided for juveniles in detention placement, reports to program staff, DCAT Board
Brief Intensive Services	Young House Family Services	Jan. 1, 2019	Dec. 31, 2019	On going - long term	None	None	Counselling services provided to families not involved with JCS or DHS; reports to DCAT Board

# Dubuque County

## Section 1: Data Goal Sheet

Dubuque County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	8,968	89.1%	8,989	88.6%	8,795	87.8%	8,728	86.5%	4,276	85.9%	4,452	87.0%	8,728	86.5%	--	--
Complaint	437	64.0%	440	57.9%	251	53.7%	274	49.5%	62	55.4%	174	52.7%	236	53.4%	--	--
Diversion	392	65.7%	377	61.9%	195	59.3%	218	49.7%	52	54.2%	135	58.7%	187	57.4%	--	--
Pretrial Detention	22	62.9%	26	44.1%	20	41.7%	18	58.1%	4	66.7%	14	56.0%	18	58.1%	--	--
Secure Confinement	1	33.3%	2	33.3%	3	50.0%	1	20.0%	0	--	3	60.0%	3	60.0%	--	--
Adult Court Transfer	4	66.7%	4	66.7%	2	33.3%	2	22.2%	1	25.0%	4	57.1%	5	45.5%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	542	5.4%	587	5.8%	613	6.1%	732	7.3%	345	6.9%	387	7.6%	732	7.3%	--	--
Complaint	225	32.9%	306	40.3%	206	44.1%	274	49.5%	49	43.8%	152	46.9%	201	45.5%	190	-5.5%
Diversion	188	31.5%	214	35.1%	125	38.0%	218	49.7%	42	43.8%	93	40.4%	135	41.4%	120	-11.1%
Pretrial Detention	12	34.3%	32	54.2%	27	56.3%	10	32.3%	2	33.3%	11	44.0%	13	41.9%	11	-15.4%
Secure Confinement	2	66.7%	4	66.7%	3	50.0%	4	80.0%	0	--	1	20.0%	1	20.0%	2	100.0%
Adult Court Transfer	2	33.3%	2	33.3%	4	66.7%	7	77.8%	3	75.0%	3	42.9%	6	54.5%	6	0.0%



## Section 2: Action Planning Worksheet-Dubuque County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Continue Implementation of JDAI	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term	John McEnany, Judge Straka, LE	None	Follow guidance of DST on all detention cases
Participate in Local DMC-related mtgs.	Ruth Frush/John McEnany	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Community agencies	None	
SPA DMC-related TA	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Enhance efforts to reduce DMC	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Increase mentoring-match by gender & race	Ruth Frush John McEnany	Jan. 1, 2019	Dec. 31, 2019	On going - long term	JCO staff	None	Set annual goal to match 30% of Mod/High Risk AA youth to mentor
> Increase engagement through YTDM for youth returning to the community	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Expand YTDM capacity	Tracking recidivism on youth with YTDM, tracking those who were eligible but did not receive YTDM
> Explore Peer Court with YMCA and YWCA (Considering community restorative justice strategies) <b>Changed to Restorative Strategies project</b>	John McEnany	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Dubuque Schools	None	Reduction in referrals from the schools
Enhance community involvement with DMC	Ruth Frush/John McEnany	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Similar to bullet #2		Educate and engage a minimum of two agencies in the Dubuque area
> Continuing to strengthen the partnerships with law enforcement, school officials, and various other stakeholders to improve outcomes for youth	John McEnany	Jan. 1, 2019	Dec. 31, 2019	On going - long term	LE, Schools, community agencies	None	Reduction in referrals and decrease in disparate rates for AA youth
Pre-Charge Diversion	Ruth Frush/John McEnany	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Track recidivism for pre-charge diversion by gender, race, age and charge	Ruth Frush	Jan. 1, 2019	Dec. 31, 2019	On going - long term		JBIT	Ensure recidivism is less than low risk youth, look for gaps in recidivism

# Johnson County

## Section 1: Data Goal Sheet

Johnson County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	8,845	74.2%	8,933	73.5%	9,025	72.7%	9,216	71.9%	4,513	71.1%	4,703	72.7%	9,216	71.9%	--	--
Complaint	216	46.6%	184	43.0%	168	40.6%	191	43.1%	75	55.6%	105	35.5%	180	41.8%	--	--
Diversion	169	54.0%	137	43.9%	123	47.7%	151	50.7%	73	60.3%	73	36.7%	146	45.6%	--	--
Pretrial Detention	14	26.9%	18	45.0%	19	40.4%	16	33.3%	3	30.0%	21	38.9%	24	37.5%	--	--
Secure Confinement	2	15.4%	2	28.6%	1	100.0%	1	50.0%	0	--	2	40.0%	2	40.0%	--	--
Adult Court Transfer	1	8.3%	4	100.0%	0	0.0%	3	37.5%	1	100.0%	0	--	1	20.0%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	1,308	11.0%	1,411	11.6%	1,449	11.7%	1,530	11.9%	777	12.2%	753	11.6%	1,530	11.9%	--	--
Complaint	216	46.6%	209	48.8%	203	49.0%	204	46.0%	51	37.8%	164	55.4%	215	49.9%	194	-9.8%
Diversion	124	39.6%	147	47.1%	106	41.1%	117	39.3%	40	33.1%	113	56.8%	153	47.8%	153	0.0%
Pretrial Detention	27	51.9%	18	45.0%	18	38.3%	20	41.7%	6	60.0%	24	44.4%	30	46.9%	30	0.0%
Secure Confinement	9	69.2%	5	71.4%	0	0.0%	1	50.0%	0	--	3	60.0%	3	60.0%	3	0.0%
Adult Court Transfer	11	91.7%	0	0.0%	3	100.0%	5	62.5%	0	--	4	100.0%	4	80.0%	4	0.0%

## Section 2: Action Planning Worksheet-Johnson County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Continue Implementation of School Discipline Reform		Jan. 1, 2019	Dec. 31, 2019	Met			
> Continue working with schools to reform their discipline policy further incorporate LADDERS program into graduated sanctions procedures	Erin Altheide Kate Callahan	Jan. 1, 2019	Dec. 31, 2019	Met			
> Further review & modify the school's discipline policies to ensure they are objective, fair, & applied consistently to all youth	Erin Altheide Kate Callahan	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Utilize partnerships with the county attorney, public defender, school officials, and others, in order to address concerns regarding the appropriateness and/or duration of placement of youth in alternative school settings	Erin Altheide Pat Weir Emily Voss Tony Haughton	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Pre-Charge Diversion Program		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Continue to offer/expand the LADDERS & Theft-5 pre-arrest diversion programs.	Erin Altheide Local PD	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
- Will discuss expanding the program to more 1 <sup>st</sup> offense charges – more specifically interference with Official Acts.	Erin Altheide Local PD	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	CJJP	Data Management System	When all first offense simple misdemeanors are pre charge
> Continue to pull case files to explore reasons for the increase in trespassing charges.		Jan. 1, 2019	Dec. 31, 2019	Met			
Participate in State DMC Subcommittee	Chris Wyatt	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Participate in Local DMC Committee	Erin Altheide	Jan. 1, 2019	Dec. 31, 2019	On going - long term			
SPA DMC-related TA		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Enhance efforts to reduce DMC		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Exploring offering a Girls Circle group for juvenile justice youth through a very popular and effective "G! World" program in Johnson County. "G! World" currently serves 170 girls of color in all secondary schools in the ICCSD.		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Receive technical assistance for training and financial assistance for their spring conference.		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Develop a reporting system of specific consequences for technical violations to avoid detention placement in those circumstances		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Use this same reporting system to address a consequence for any simple misdemeanor charge for a youth currently on supervision. We will no longer be filing a new petition on those charges.		Jan. 1, 2019	Dec. 31, 2019	On going - long term			

# Linn County

## Section 1: Data Goal Sheet

Linn County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	19,915	84.0%	19,775	83.3%	19,709	82.6%	19,480	81.8%	9,554	81.9%	9,926	81.7%	19,480	81.8%	--	--
Complaint	690	57.1%	664	57.8%	529	53.0%	634	55.4%	206	55.6%	442	35.5%	648	41.8%	--	--
Diversion	580	62.9%	536	59.9%	450	57.2%	545	58.3%	202	60.3%	355	55.9%	557	57.4%	--	--
Pretrial Detention	66	43.7%	56	45.5%	63	49.6%	51	39.2%	7	29.2%	42	39.3%	49	37.4%	--	--
Secure Confinement	9	37.5%	13	46.4%	5	38.5%	8	66.7%	0	--	7	38.9%	7	38.9%	--	--
Adult Court Transfer	16	44.4%	7	28.0%	20	64.5%	5	33.3%	5	71.4%	5	22.7%	10	34.5%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	2,060	8.7%	2,174	9.2%	2,239	9.4%	2,327	9.8%	1,128	9.7%	1,199	9.9%	2,327	9.8%	--	--
Complaint	479	39.7%	444	38.6%	431	43.1%	483	42.2%	128	35.7%	388	44.7%	516	42.1%	505	-2.1%
Diversion	303	32.9%	319	35.6%	295	37.5%	356	38.1%	111	33.1%	256	40.3%	367	37.8%	367	0.0%
Pretrial Detention	61	40.4%	45	36.6%	54	42.5%	51	39.2%	6	25.0%	37	34.6%	43	32.8%	43	0.0%
Secure Confinement	15	62.5%	15	53.6%	7	53.8%	4	33.3%	0	--	11	61.1%	11	61.1%	11	0.0%
Adult Court Transfer	19	52.8%	18	72.0%	11	35.5%	10	66.7%	2	28.6%	17	77.3%	19	65.5%	19	0.0%

## Section 2: Action Planning Worksheet-Linn County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (When is this task done?)
		Start Date	End Date				
Pre-Charge Diversion		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Continue offering pre-charge diversion in the schools with Cedar Rapids School District SRO's to reduce charges and work individually with the youth on alternative behaviors.		Jan. 1, 2019	Dec. 31, 2019	On going - long term	Chief of Police for Cedar Rapids and Marion begin discussion for pre arrest diversion for 1st Offense Theft 5th Retail		
Continue Implementation of JDAI		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Continue using the DST		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
- Address the practice and policy behind overrides for technical violations.		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
- Partner with Mt. Mercy to gather baseline data of current detentions.		Jan. 1, 2019	Dec. 31, 2019	Delayed			
- JCO staff will work with state officials to re-evaluate the DST. Inaccurate scores are forwarded to a database JCOIV Christy Burkhardt for review.		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
- Eric Kool SCJCO (5 <sup>th</sup> district) and Bernie Bordignon JCO IV (6 <sup>th</sup> district) co-chair the ICIS user group for the state. Evaluating the policies for data entry across the state for consistency to ensure inaccurate data entry is not contributing to the DST scoring issues.		Jan. 1, 2019	Dec. 31, 2019	Met			State wide manual for data entry has been revised and implemented. A recommendation for policy on data entry will be sent to the Chief JCO's of the state.
Participate in State DMC Subcommittee		Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			
Participate in Local DMC Committee		Jan. 1, 2019	Dec. 31, 2019	Delayed			
Enhance efforts to reduce DMC		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Analyze recidivism stats on diversion of all 1st offense Disorderly conduct charges, Poss. Under the Legal Age, Theft 4 <sup>th</sup> , Theft 5 <sup>th</sup> , Poss. of Marijuana, 1 <sup>st</sup> offense, and Public Intoxication prior to intake.		Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			
> Begin a Gender Specific Program/Group for moderate and high risk girls.		Jan. 1, 2019	Dec. 31, 2019	Met			RFP Proposal sent out, awarded to Linn County. Gender specific group began in August 2018
> Re-evaluate the need and desire to form a core group to address Racial and Ethnic Disparity concerns.		Jan. 1, 2019	Dec. 31, 2019	On going - long term			

# Polk County

## Section 1: Data Goal Sheet

Polk County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	35,741	72.1%	35,881	71.4%	36,148	70.7%	36,545	69.9%	17,877	69.4%	18,668	70.4%	36,545	69.9%	--	--
Complaint	1,165	46.1%	934	49.3%	953	46.1%	1,037	46.0%	367	45.5%	530	39.0%	897	41.4%	--	--
Diversion	808	49.6%	737	49.1%	760	49.1%	825	49.0%	288	44.5%	402	42.1%	690	43.1%	--	--
Pretrial Detention	81	27.0%	75	31.3%	72	32.4%	46	24.5%	16	32.0%	37	20.3%	53	22.8%	--	--
Secure Confinement	14	31.8%	8	29.6%	11	33.3%	4	17.4%	0	--	4	30.8%	4	30.8%	--	--
Adult Court Transfer	17	39.5%	11	42.3%	6	27.3%	4	16.7%	2	66.7%	1	6.3%	3	15.8%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	5,120	10.3%	5,269	10.5%	5,404	10.6%	5,544	10.6%	2,818	10.9%	2,726	10.3%	5,544	10.6%	--	--
Complaint	880	34.8%	633	33.4%	734	35.5%	864	38.3%	297	36.8%	589	43.4%	886	40.9%	886	0.0%
Diversion	520	31.9%	489	32.6%	520	33.6%	567	33.7%	238	36.8%	366	38.3%	604	37.7%	625	3.5%
Pretrial Detention	133	44.3%	130	54.2%	101	45.5%	108	57.4%	19	38.0%	103	56.6%	122	52.6%	115	-5.7%
Secure Confinement	22	50.0%	14	51.9%	15	45.5%	18	78.3%	0	--	8	61.5%	8	61.5%	8	0.0%
Adult Court Transfer	14	32.6%	11	42.3%	9	40.9%	12	50.0%	1	33.3%	12	92.3%	13	68.4%	13	0.0%

## Section 2: Action Planning Worksheet-Polk County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Enhance efforts to reduce DMC	JJ System	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Culturally Specific Community Based Organizations	N/A	Lower RRI Rates
> Further explore the implementation of a youth mobile crisis unit to identify other issues youth may be dealing with; social/ emotional needs, mental health issues, etc.	Crisis Stakeholder	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	AMOS	Children's System State Board Strategic Plan	Service Implementation
Participate in State DMC Subcommittee	RJCE	Jan. 1, 2019	Dec. 31, 2019	On going - long term	CJCO	N/A	Meeting Attendance
Participate in Local DMC-Related Mtgs.	CASP	Jan. 1, 2019	Dec. 31, 2019	On going - long term	DMPS, DHS, YJI, EKD, City of DSM	TA	Reduce Pre-Trial Detention Rates
Continue Implementation of JDAI	Juvenile Justice Stakeholder	Jan. 1, 2019	Dec. 31, 2019	On going - long term	N/A	CJJP Data Analysis	Reduce Pre-Trial Detention Rates
> Create measurements to have fewer admissions to Juvenile Detention Centers	CASP	Jan. 1, 2019	Dec. 31, 2019	On going - long term	DMPD	Implement Warrant Protocol	Reduce Pre-Trial Detention Rates
SPA DMC-related TA		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Sustain a Restorative Justice and Cultural Equity position to help serve as liaison between JCS/DHS and the community that will provide service coordination and direct intervention with juvenile delinquents referred to JCS	JCS Chief/DHS SAM/Decat Coordinator	Jan. 1, 2019	Dec. 31, 2019	Met			
> Initiate an African American Case Review Team to provide alternative solutions at various decision points within the juvenile justice system	JCS/RJCE	Jan. 1, 2019	Dec. 31, 2019	Met			
> Continue to develop/expand Too Good to Lose Female Juvenile Offenders Court in Polk County	JCS/PCAO/ JPD/Courts	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Polk County Drug Court	.5 FTE	Increase # of Participants Served
Enhance Juvenile Justice System involvement with DMC		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Continue to review requirements for local diversion programs	JCS/DMPD	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	AMOS/JCSL/ SRO		Increase # of African American Accessing Diversion Programs
> Jim Casey Results Count Initiative	JCS/DHS/YPI/RJ CE/CW Providers	Jan. 1, 2019	Dec. 31, 2019	On going - long term	CW/JJ System Contractors	CW/JJ Systems Develop Processes to Increase Family Ident. and Engagement	Increase Permanency Rates for African American Youth



# Pottawattamie County

## Section 1: Data Goal Sheet

Pottawattamie County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	8,348	84.6%	8,424	84.0%	8,402	83.5%	8,318	82.7%	4,0434	82.6%	4,275	82.7%	8,318	82.7%	--	--
Complaint	534	81.0%	516	74.8%	469	79.6%	421	79.6%	122	75.3%	266	79.9%	388	78.4%	--	--
Diversion	303	79.1%	328	73.4%	325	79.1%	277	79.8%	92	80.0%	156	80.8%	248	80.5%	--	--
Pretrial Detention	89	83.2%	74	74.0%	57	73.1%	51	76.1%	14	58.3%	43	78.2%	57	72.2%	--	--
Secure Confinement	2	40.0%	2	50.0%	5	100.0%	5	100.0%	0	--	2	40.0%	2	40.0%	--	--
Adult Court Transfer	11	78.6%	3	50.0%	3	100.0%	8	88.9%	0	--	4	57.1%	4	57.1%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	263	2.7%	266	2.7%	261	2.6%	293	2.9%	128	2.6%	165	3.2%	293	2.9%	--	--
Complaint	65	9.9%	78	11.3%	46	7.8%	55	10.4%	21	13.0%	37	11.1%	58	11.7%	58	0.0%
Diversion	34	8.9%	50	11.2%	31	7.5%	31	8.9%	7	6.1%	16	8.3%	23	7.5%	23	0.0%
Pretrial Detention	8	7.5%	14	14.0%	8	10.3%	7	10.4%	6	25.0%	5	9.1%	11	13.9%	8	-27.3%
Secure Confinement	1	20.0%	0	--	0	--	0	--	0	--	0	--	0	--	0	--
Adult Court Transfer	2	14.3%	2	33.3%	0	--	1	11.1%	0	--	2	28.6%	2	28.6%	1	-50.0%



## Section 2: Action Planning Worksheet-Pottawattamie County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Implementation of Detention and School Discipline Reform	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Technical assistance with DST	Continue to see a reduction in referrals from school resource officers
> Continue attempt to ensure only the highest risk youth enter the Juvenile Justice System	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Technical assistance with DST	Continue to utilize the DST see a reduction in detention placements
- Continue to monitor the SRO's, school liaisons, and school staff's use of diversion programs	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Tech support	See #1 above
- Continue to monitor the use of diversion programs by JCS staff in mediation and evidence based mental health practices	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Tech support	Continue to track diversion program usage
- Continue to train school liaisons and JCS staff in mediation and evidence based mental health practices	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Funding to support the conferences	Continue to have annual JCS and JCSL training conferences
- Continue to educate all individuals involved in the Juvenile Justice System regarding cultural competency	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Funding to support additional trainings	Continue to hold yearly trainings in regard to cultural competency. In 2018 4 <sup>th</sup> Judicial JCS sponsored Race the Power of Illusion training for JCO's, DHS staff, school liaisons, law enforcement and other community partners
- Continue to use the standardized Iowa Delinquency Assessment (IDA)	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Tech support	The IDA is being reviewed and retooled with the goal of providing more accurate risk assessment
- Continue to use the DST and detention alternatives	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Tech support	Continue to use and evaluate the DST
> Continue to strengthen partnerships with law enforcement, school officials, and community stakeholders through regular collaboration regarding better outcomes for youth	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term			Continue to discuss DMC issues at quarterly meetings
Participate in State DMC Subcommittee	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term			Continue to attend DMC meetings as scheduled
Form and Participate in Local DMC Committee	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	Met			Done
SPA DMC-related TA	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Tech support	Continue to participate in scheduled DMC trainings
Develop/identify programming specific to African American Girls – Pottawattamie County does not currently have programming specific to African American girls	Tim Ross	Jan. 1, 2019	Dec. 31, 2019	On going - long term		Assistance in identifying programming specific to that population	Identify programming specific to that population

# Scott County

## Section 1: Data Goal Sheet

Scott County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	13,601	74.3%	13,531	73.7%	13,651	73.5%	13,600	72.9%	6,875	73.2%	6,875	72.6%	13,600	72.9%	--	--
Complaint	455	53.2%	374	37.3%	274	38.6%	260	32.1%	81	36.0%	194	29.3%	276	29.7%	--	--
Diversion	350	76.6%	274	44.0%	177	49.7%	143	45.4%	54	49.1%	106	42.1%	160	42.1%	--	--
Pretrial Detention	16	26.7%	14	17.3%	25	25.5%	29	18.4%	9	19.6%	17	6.9%	24	8.8%	--	--
Secure Confinement	2	15.4%	8	53.3%	1	16.7%	0	--	0	--	1	11.1%	1	11.1%	--	--
Adult Court Transfer	5	27.8%	7	41.2%	4	22.2%	7	33.3%	0	--	5	29.4%	5	26.3%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	2,335	12.8%	2,357	12.8%	2,433	13.1%	2,468	13.2%	1,193	13.0%	1,275	13.5%	2,468	13.2%	--	--
Complaint	373	43.6%	596	59.5%	403	56.8%	534	65.9%	133	59.1%	437	66.1%	570	61.8%	541	-5.1%
Diversion	86	18.8%	329	52.8%	160	44.9%	166	52.7%	53	48.2%	127	50.4%	180	47.4%	200	11.1%
Pretrial Detention	40	66.7%	60	74.1%	64	65.3%	119	75.3%	36	78.3%	213	86.6%	249	85.3%	220	-11.6%
Secure Confinement	9	69.2%	6	40.0%	5	83.3%	4	57.1%	0	--	8	88.9%	8	88.9%	6	-25.0%
Adult Court Transfer	13	72.2%	10	58.8%	11	61.1%	14	66.7%	2	100.0%	12	70.6%	14	73.7%	10	-28.6%

## Section 2: Action Planning Worksheet-Scott County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Continue Implementation of School Discipline Reform	Scott/Dave/Schools	Jan. 1, 2019	Dec. 31, 2019	On going - long term	JCSL's Principals	None	School Suspensions and Charges will reduce.
> Participate in state technical assistance effort regarding pre-charge diversion	JCS/DPD/Mayor	Jan. 1, 2019	Dec. 31, 2019	In Progress – short term	Community, Volunteers, DECAT	Funding, Physical Building to hold diversion	Low recidivism, keeping juveniles out of the legal system.
- Track recidivism for pre-charge diversion by gender, race, age, and charge	JCS/DPD/Mayor	Jan. 1, 2019	Dec. 31, 2019	Ongoing – long term	IT Support, interns,	IT Programing	Keep track until 18 <sup>th</sup> birthday, low recidivism rates.
Continue Implementation of JDAI		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Continue to utilize the DST	JCS/JDC	Jan. 1, 2019	Dec. 31, 2019	On going - long term	IT Dept.	Software Updates	Follow guidance of DST on all detention cases.
> Continue car theft planning and technical assistant effort	JCS/DPD/Mayor	Jan. 1, 2019	Dec. 31, 2019	Ongoing – long term	JDC, DECAT, Victims, Offenders, CA	Funding, training.	Lower detention holds, keeping juveniles out of the legal system.
> Add a (deeper end) Placement Diversion Group in the Clinton/Jackson area	JCS/Law Enforcement	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Schools, CA, CPD, DHS, DECAT, JCS	Funding/Training	Youth Diverted from the Court System.
> Add a Young Women's Empowerment Group to the Muscatine/Cedar area	JCS/School/MPD	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Comm. Volunteers/A gencies	Funding	Juvenile females will not access JCS or Court system
Participate in State DMC Subcommittee	JCO Trevino	Jan. 1, 2019	Dec. 31, 2019	On going - long term	JCS Management	Funding	Reduce disproportionate contact
Participate in Local DMC Committee		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
SPA DMC-related TA		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Enhance efforts to reduce DMC	JDC/JCS/DPD/CA	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Victims/Offen ders	Funding	Youth will not recidivate.
> Work towards creating a system that fits the community through adding on to the diversion program by providing classes by trained staff to the community	JCS	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Parent Volunteers	Funding/Volunteers	Youth and family will successfully navigate probation and not recidivate.

# Webster County

## Section 1: Data Goal Sheet

Webster County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	3,169	85.7%	3,118	84.0%	3,021	83.3%	3,000	82.6%	1,411	83.2%	1,589	82.0%	3,000	82.6%	--	--
Complaint	184	63.7%	164	55.8%	193	65.0%	126	56.0%	56	71.8%	71	54.2%	127	60.8%	--	--
Diversion	156	66.1%	141	61.8%	137	59.3%	118	65.2%	45	65.2%	59	58.4%	104	61.2%	--	--
Pretrial Detention	20	51.3%	23	45.1%	29	54.7%	10	35.7%	4	57.1%	6	17.6%	10	24.4%	--	--
Secure Confinement	0	--	2	50.0%	1	50.0%	1	25.0%	0	--	1	50.0%	1	50.0%	--	--
Adult Court Transfer	7	70.0%	5	50.0%	5	83.3%	2	66.7%	0	--	4	57.1%	4	57.1%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	213	5.8%	255	6.9%	257	7.1%	268	7.4%	113	6.7%	155	8.0%	268	7.4%	--	--
Complaint	97	33.6%	124	42.2%	95	32.0%	96	42.7%	19	24.4%	56	42.7%	75	35.9%	68	-9.3%
Diversion	74	31.4%	83	36.4%	88	38.1%	59	32.6%	21	30.4%	39	38.6%	60	35.3%	65	8.3%
Pretrial Detention	14	35.9%	24	47.1%	17	32.1%	15	53.6%	2	28.6%	23	67.6%	25	61.0%	20	-20.0%
Secure Confinement	0	--	2	50.0%	1	50.0%	3	75.0%	0	--	1	50.0%	1	50.0%	1	0.0%
Adult Court Transfer	3	30.0%	5	50.0%	1	16.7%	1	33.3%	0	--	3	42.9%	3	42.9%	3	0.0%

## Section 2: Action Planning Worksheet-Webster County

Objectives/Tasks (Specific, measurable, action oriented; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Implement Detention and School Discipline Reform	Ryan Reisner  Superintendent or designee  Chief FDPD	Jan. 1, 2019	Dec. 31, 2019	On going - long term	CJJP/African American Parents	Continued reports	Detention reform is being discussed to address state-wide policy on using DST and issues with DST. FD Schools are looking at student handbook revision. There have been discussions of a matrix/restorative model, etc. during meetings. Finalized DST policy & recommend policy.
Participate in Local DMC-related mtgs.	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Local African American community/ parents	N/A	Ongoing meeting
Participate in State DMC Subcommittee	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	Local African American representative	N/A	Ryan will reach out to new local NAACP chapter & ask if there would be someone interested in joining committee.
SPA DMC-related TA	Shirley Faircloth or Designee	Jan. 1, 2019	Dec. 31, 2019	On going - long term	N/A	Continued reports	Continued support and assistance.
Enhance efforts to reduce DMC	Shirley Faircloth or designee	Jan. 1, 2019	Dec. 31, 2019	On going - long term	N/A		Meet with newly established NAACP & attend any statewide conferences.
Enhance community involvement with DMC	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Webster County NAACP	N/A	Contact Sherry Washington with Webster County NAACP.
> Further display to the community they are an investment to the work of the DMC committee by building collaborations within the community & ensuring there are equal voices being heard in forums/discussions	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term	Webster County NAACP chapter/law enforcement/school.	N/A	Meet w/ NAACP, law enforcement and school to share DMC #s and discuss ideas of reducing contact with minority youth.
Pre-Charge Diversion		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
> Continue to offer the Friday Evening Program (FEP) at both schools	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	On going - long term	Decat Coordinator, Provider, School principals	Continued Decat funding for program	Continued referrals and progress reports of those attending. Referrals to FEP have increased drastically from last school year.
> Collaborate with Fort Dodge Superintendent Dr. Jesse Ulrich and others from Fort Dodge schools along with FDPD Chief Roger Porter to make FEP a true pre-charge diversion program.	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	On going - long term	N/A	N/A	Discussions have begun regarding meeting on a quarterly basis to keep open communication amongst the 3 entities. All have been supportive of the meetings.

## Section 2: Action Planning Worksheet-Webster County Continued

<b>Objectives/Tasks</b> (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	<b>Owner/ Responsible Person</b>	<b>Start</b>	<b>End</b>	<b>Progress Status</b>	<b>Who Else to Involve If Needed?</b>	<b>Support &amp; Resources Needed</b>	<b>Indicators to Track &amp; Outcome Measure(s)</b> (How will I know when this task is done?)
- School Resource Officers will determine eligibility for diversion & identify on the student's report it is a diversion program in an attempt to keep the child out of the juvenile delinquency system while still holding the child accountable for his/her behavior. Upon completion of the program, the matter is closed.	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	On going - long term	N/A	Support of Superint., FDPD Chief, Technical Assistance	At this time, the Juvenile Court School Liaison is making the referrals. It is unclear as to whether the SRO is verifying whether the juvenile would be charged if pre-charge diversion wasn't available. I've been using the description of behavior to determine whether it is pre-charge or school behavior.
- Diversion by JCO IV of those juveniles that should have been referred to Friday Evening Program (pre-charge diversion) and were charged instead (i.e. referring to FEP and dismissing the complaint).	Ryan Reisner	Jan. 1, 2019	Dec. 31, 2019	On going- long term	N/A	Technical Assistance	95% of complaints being successfully pre-charge diverted in school setting.
> Pre-charge divert 1 <sup>st</sup> time simple misdemeanors for juveniles on a community basis.	Ryan Reisner	Jan.1, 2019	Dec. 31, 2019	On going- long term	FDPD Chief Roger Porter	Technical Assistance	Upon Roger and I coming up with a plan and getting it implemented.

# Woodbury County

## Section 1: Data Goal Sheet

Woodbury County	Step One: Identifying the Problem Data Preparation															
	CY2014		CY2015		CY2016		CY2017		CY2018						CY 2019 Goals	
White	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	7,718	66.1%	7,745	66.0%	7,782	65.4%	7,794	64.8%	3,776	63.4%	4,018	66.2%	7,794	64.8%	--	--
Complaint	557	57.4%	491	55.0%	478	59.3%	401	53.2%	171	57.2%	227	54.3%	398	55.4%	--	--
Diversion	430	59.7%	339	57.5%	329	59.6%	271	54.3%	129	56.6%	156	53.6%	285	54.7%	--	--
Pretrial Detention	18	38.3%	29	49.2%	21	35.6%	15	37.5%	3	30.0%	21	61.8%	24	54.5%	--	--
Secure Confinement	5	33.3%	1	14.3%	2	33.3%	3	50.0%	0	--	0	--	0	--	--	--
Adult Court Transfer	7	43.8%	3	27.3%	11	64.7%	5	45.5%	0	--	3	50.0%	3	50.0%	--	--
African-American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	564	4.8%	584	5.0%	613	5.1%	635	5.3%	337	5.7%	298	4.9%	635	5.3%	--	--
Complaint	132	13.6%	103	11.5%	123	15.3%	118	15.6%	42	14.0%	59	14.1%	101	14.0%	90	-10.9%
Diversion	97	13.5%	65	11.0%	73	13.2%	80	16.0%	27	11.8%	40	13.7%	67	12.9%	60	-10.4%
Pretrial Detention	7	14.9%	6	10.2%	14	23.7%	5	12.5%	5	50.0%	0	--	5	11.4%	3	-40.0%
Secure Confinement	2	13.3%	1	14.3%	1	16.7%	2	33.3%	0	--	2	40.0%	2	40.0%	1	-50.0%
Adult Court Transfer	2	12.5%	1	9.1%	3	17.6%	1	9.1%	0	--	2	33.3%	2	33.3%	1	-50.0%
Native American	Total	%	Total	%	Total	%	Total	%	F	%	M	%	Total	%	2019 Goal	% Change
Population	277	2.4%	261	2.2%	254	2.1%	231	1.9%	106	1.8%	125	2.1%	231	1.9%	--	--
Complaint	100	10.3%	109	12.2%	77	9.6%	92	12.2%	33	11.0%	38	9.1%	71	9.9%	66	-7.0%
Diversion	68	9.4%	64	10.8%	50	9.1%	54	10.8%	25	11.0%	28	9.6%	53	10.2%	50	-5.7%
Pretrial Detention	5	10.6%	10	16.9%	6	10.2%	9	22.5%	1	10.0%	2	4.5%	3	6.8%	2	-33.3%
Secure Confinement	3	20.0%	1	14.3%	0	--	1	16.7%	0	--	1	20.0%	1	20.0%	0	-100.0%
Adult Court Transfer	4	25.0%	2	18.2%	2	11.8%	2	18.2%	0	--	1	16.7%	1	16.7%	0	-100.0%



## Section 2: Action Planning Worksheet – Woodbury County

Objectives/Tasks (Specific, measurable, action oriented, realistic, time limited; be thoughtful about how to pull it off)	Owner/ Responsible Person	Time Frame		Progress Status	Who Else to Involve If Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date				
Participate in State DMC Subcommittee	Ivy Menke Jason Jackson	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			When the meeting is attended and proper follow up conversation/tasks are delineated.
Participate in Local DMC-Related mtgs.	Ivy Menke Jason Jackson	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			When the meeting is attended and proper follow up conversation/ tasks are delineated.
Continue Implementation of JDAI	JCS office	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			Continue to review relevant JDAI data and implement as funding permits
> Continue to collaborate with system partners such as schools, law enforcement, court, and providers to reduce bed days and placements	Jason Jackson	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			1. Number of contacts made per month with listed systems. 2. Action items/takeaways created as a result of these contacts. 3. Revisit/Renew school to court agreement with the Sioux City Community School District.
> Continue to hold regular meetings with multi-systemic agencies regarding crossover youth	Lisa Nelson	Jan. 1, 2019	Dec. 31, 2019	On going - long term			Are there fewer kids adjudicated delinquent while still receiving targeted services?
- Continued efforts collaborating with DHS has impacted the use of detention for crossover youth	Lisa Nelson	Jan. 1, 2019	Dec. 31, 2019	On going - long term			Are there fewer kids adjudicated delinquent while still receiving targeted services?
> Continue to utilize the DST and address the scoring issues	David Schmeidt	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			We continue to use this tool for all youth brought to Woodbury County Detention as well as the YES Center in Cherokee.
SPA DMC-related TA		Jan. 1, 2019	Dec. 31, 2019	On going - long term			
Enhance efforts to reduce DMC	Ivy Menke Jason Jackson	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			1. Create ongoing dialogue around DMC within juvenile court services. 2. Start conversations with local law enforcement around DMC 3. Brainstorm community advocacy for DMC.
Enhance community involvement with DMC	Jason Jackson	Jan. 1, 2019	Dec. 31, 2019	In Progress - short term			1. Create/foster new partnerships within the community through already existing groups. 2. Continue to participate in BSC Woodbury Team on Disproportionality and Disparity of Minority Youth in DHS and JCS.