



## Rule of Flow: FITT

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## PERSONAL EXPERIENCE



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# THE PROBLEM



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# SHINING A LIGHT



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## INTENSE FOCUS

### Focused Implementation

- Three days a week for 18 weeks

### SUCCESS Framework

- 19 modules, no shortcuts

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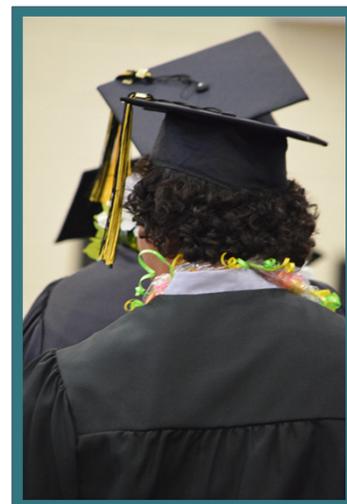


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## FOCUS ON YOUTH SUCCESS

- Early notification and involvement
- Program orientation
- Intensive focus on treatment



## STRENGTHEN FAMILIES

- Coaching and mentoring families
- Intensive and supportive transition
- Community connection



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## GENERATE STAFF CAPACITY

- Workload formula for caseloads
- Lower youth to staff ratios
- Dedicated staff functions
  - Transportation
  - Training
  - Meal service
- Access provider services



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## WHAT IS FITT?



CONCEPT	EXAMPLE
FRONTLOADING (resource the frontend, upstream, intervene earlier)	Develop workout plan ASAP
INTENSITY (degree, depth, or concentration)	Daily for 60 minutes
TIME (duration, length, or timing)	1 month
TYPE (nature, content, or substance)	Cardio: elliptical Strength training: push ups

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## FRONTLOADING, INTENSITY, TIME AND TYPE OF SERVICE

**For the Right FITT, management should ask and answer:**

1. Does our system subordinate to the needs of the client?
1. Do our clients receive the needed services as early and as intensively as needed, for the shortest time period needed?
1. Does our system prioritize resources at the front-end or upstream?

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## OUTCOMES

### ⊗ Triple-Win

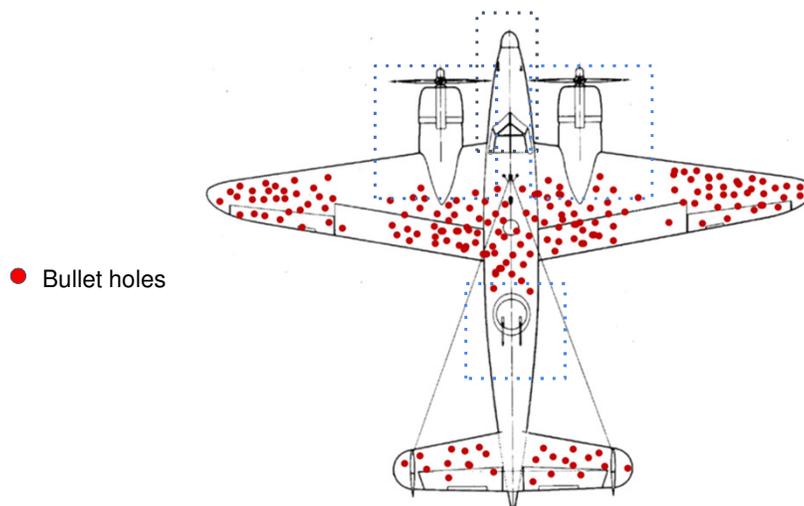
- ⊗ Optimize value of *taxpayer* investment
- ⊗ Easier for *employees* to do best for individuals/families
- ⊗ Better experience, outcomes, and value for *those served*

### ⊗ Goal: Promote community safety and prevent delinquency



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## IMPLEMENTATION



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## FITT IN JUVENILE JUSTICE SERVICES

CONCEPT	EXAMPLE
FRONTLOADING (resource the frontend, upstream, intervene earlier)	Develop a Plan for Success
INTENSITY (degree, depth, or concentration)	Dosage 12.5 hours
TIME (duration, length, or timing)	200 hours for six months
TYPE (nature, content, or substance)	Dialectical Behavioral Therapy

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## BEHAVIOR MANAGEMENT SYSTEM (BMS)

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**Risk Level** Moderate

**Risk Score** 24

**Date Placed**

**Assigned to** Rod Talaeai

**Behavioral Level** 4

**Secure Rating** 3

[Edit Rating & Level](#)

**Priority Risk Items**

- #33 Does the youth admire or emulate antisocial peers (during the last 3 months)
- #75 Youth's sense of responsibility for antisocial behavior (during the last 3 months)
- #76 Youth's empathy, remorse, sympathy, or feelings for his or her victim(s) (during the last 3 months)
- #86 Consequential Thinking (specific to the POEs/violations during the last 3 months)

**Dosage:** 224%

Dosage Completed: 26855 minutes

Dosage Amount Assigned: 12000 minutes

**Dosage by Priority Risk Items**

Dosage by Youth's Priority Risk Items  Dosage by All Priority Risk Items

#33 Does the youth admire or emulate antisocial peers (during the last 3 months)

171%

#75 Youth's sense of responsibility for antisocial behavior (during the last 3 months)

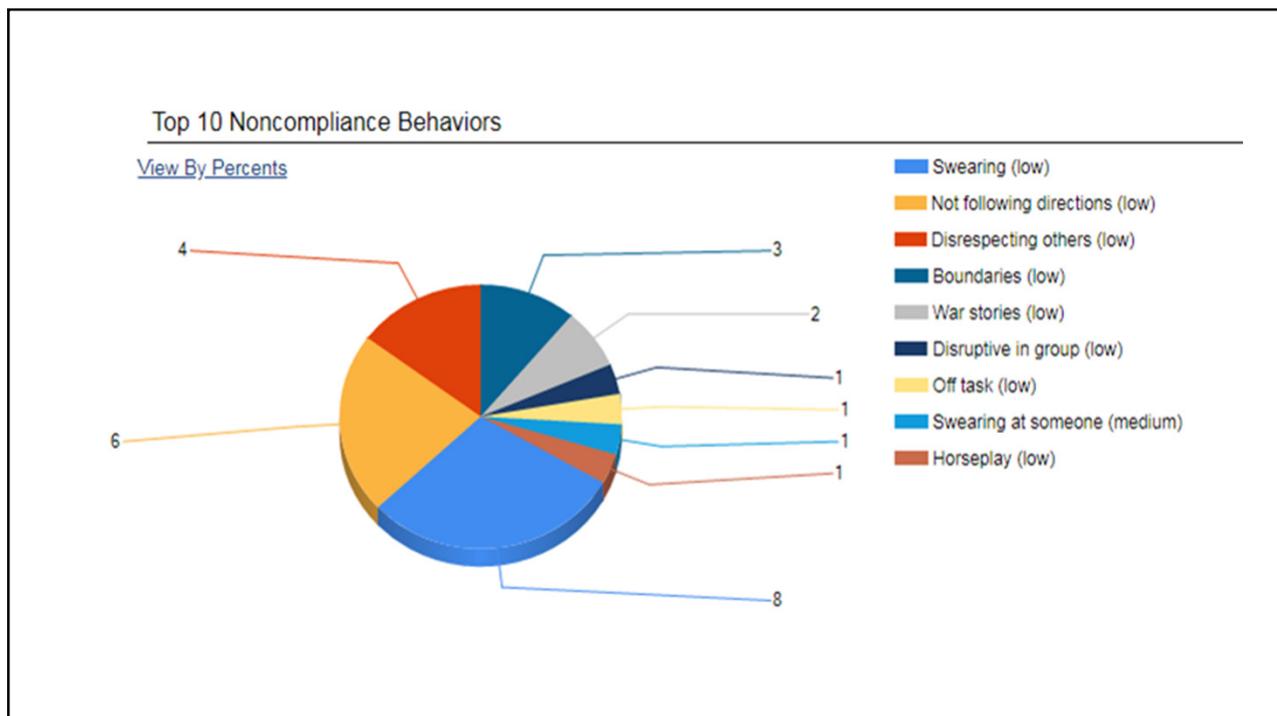
160%

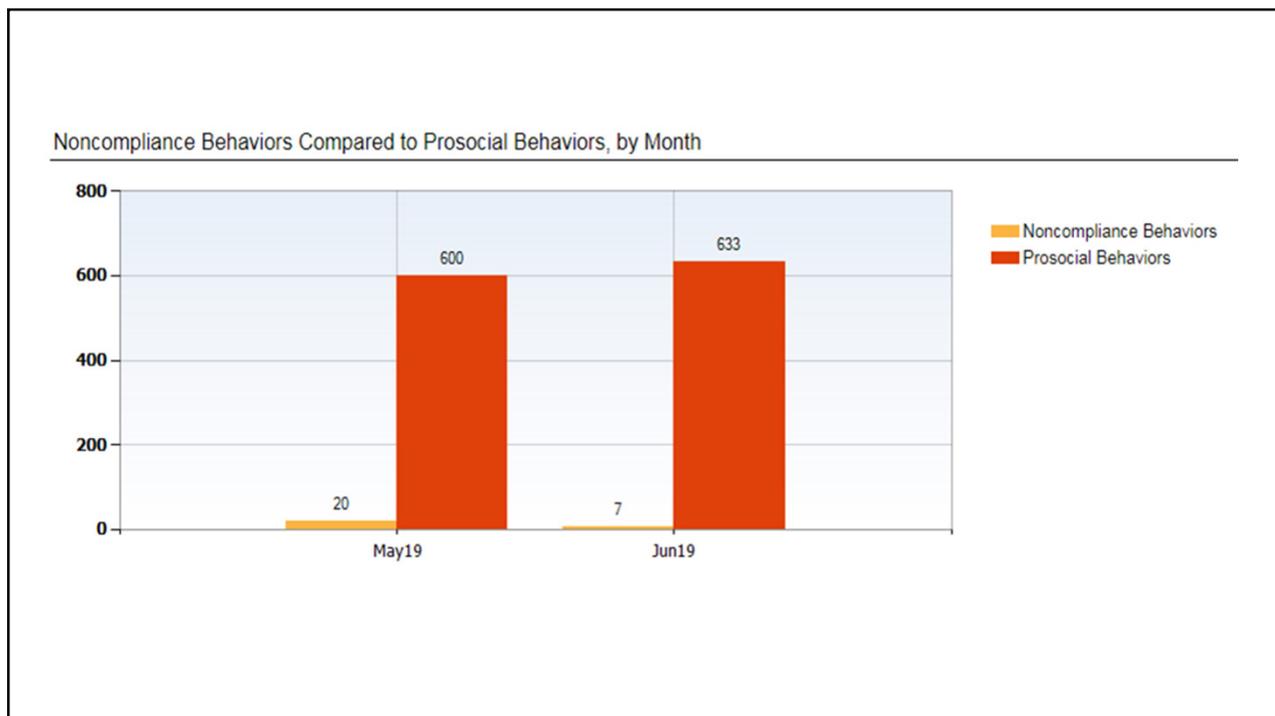
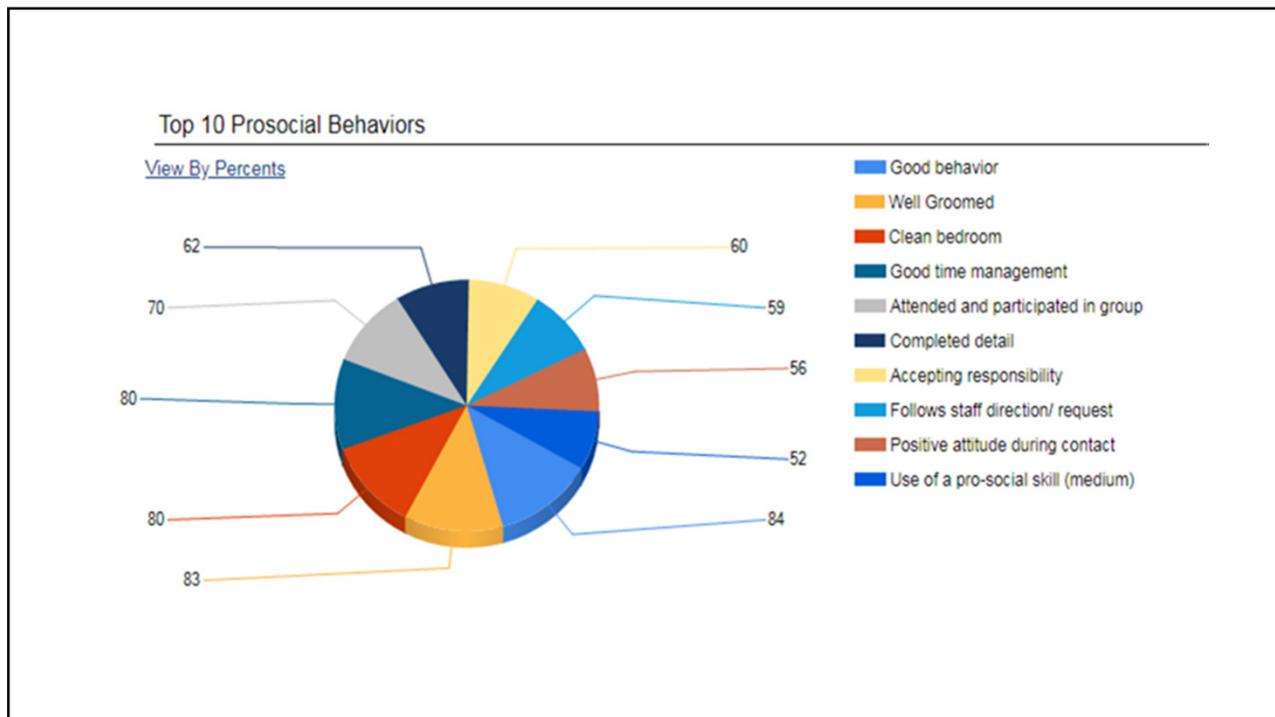
#76 Youth's empathy, remorse, sympathy, or feelings for his or her victim(s) (during the last 3 months)

197%

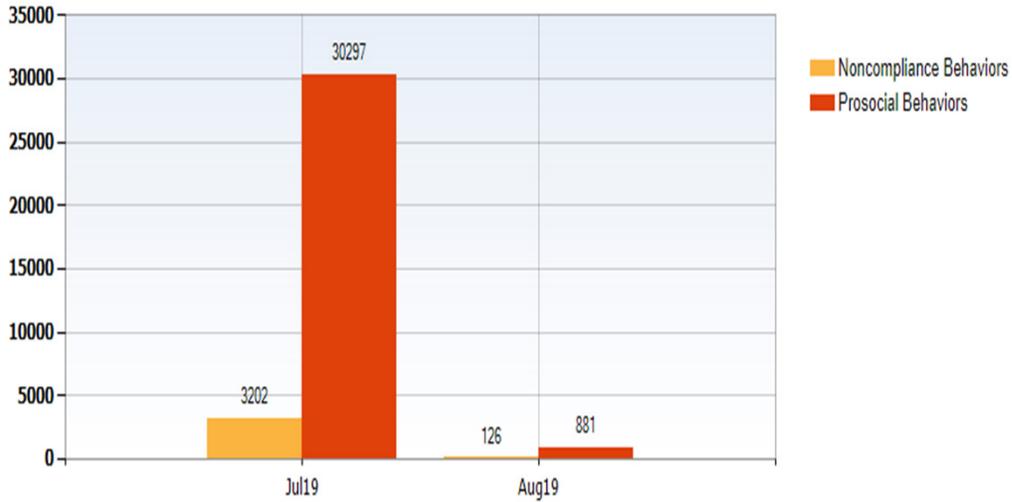
#86 Consequential Thinking (specific to the POEs/violations during the last 3 months)

198%





Noncompliance Behaviors Compared to Prosocial Behaviors, by Month



Chuck Brown  
 Treatment/Dosage Hours: 125  
 Comm: 3/7/18  
 LOS: 5 - 9 mo  
 Time Served: 4 mo  
 Credited: 2 mo



**# 64- Drugs Main Contributor to Behavior**  
 Chuck will:  
 - define the times, places and peers he uses substances..  
 - identify the environmental and internal conditions associated with his substance use.  
 - list the risks related to substance use, short-term and long-term effects.

**#75 - Sense of Responsibility**  
 Chuck will:  
 - examine his beliefs, thoughts and emotions related to antisocial behavior.  
 - identify and recognize the function of his behaviors (escape, avoidance, reinforcement, stimulation etc.)  
 - develop interventions and scripts through role playing in group settings

**#75 - Belief in use of Physical Aggression**  
 Chuck will:  
 - list and develop positive core beliefs that support healthy conflict resolution.  
 - self monitor and note when he is falling back into old habits and acting out physically.

**#86 - Consequential Thinking**  
 Chuck will:  
 - define the problem and behaviors that directly relate to his behavior cycle.  
 - verbalize his consequential thinking errors and evaluate effects of engaging in behaviors before acting.  
 - follow the rules, hold himself accountable and articulate how he is avoiding undesired behavior outcomes.

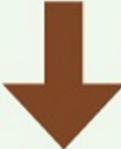
**Protective Factors**  
 - Chuck has good attendance and grades at school.  
 - He believes in the value of an education.  
 - He has teachers and counselors he feels comfortable talking to.

## BARRIERS

- Buy-in
- Communication
- Training
- Culture Shift (adapting from old way of doing things)
- Staffing

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————— 3-Year —————  
**AMBITIOUS TARGET**

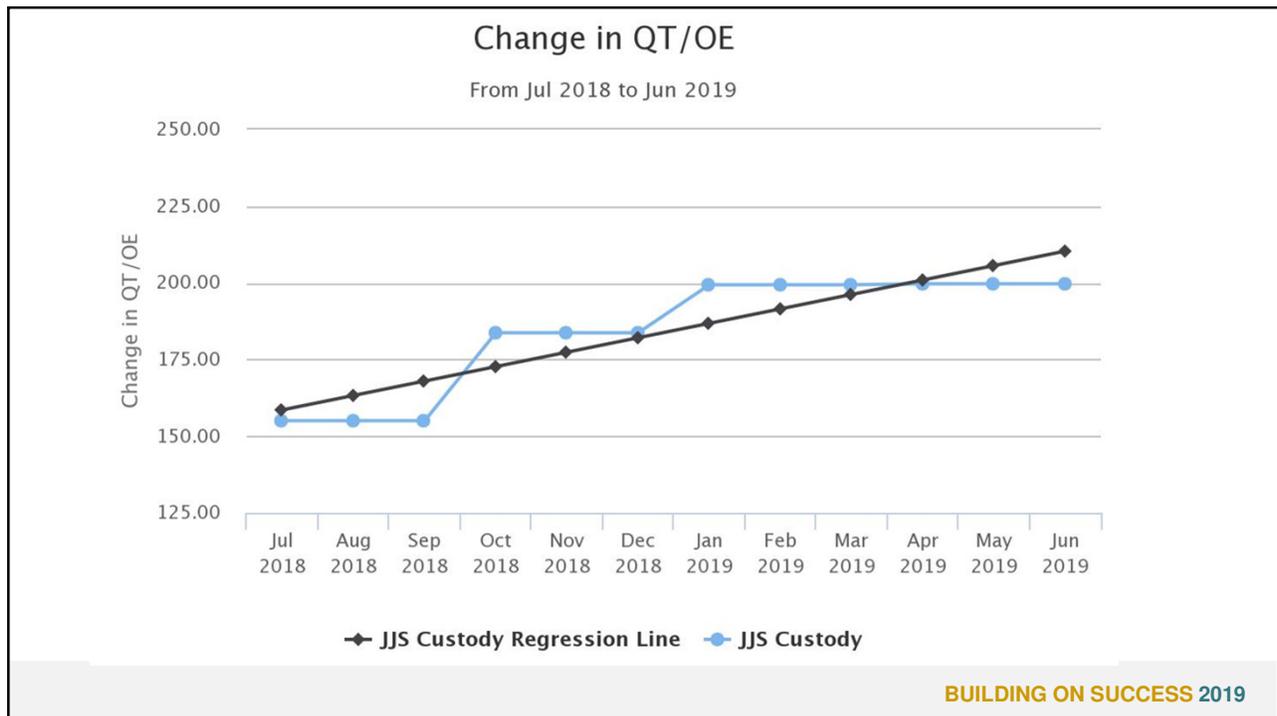
 Reduce the risk of  
recidivism by **25%** 

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## RESULTS/DATA

THE AVERAGE RISK REDUCTION WAS **33%** OVER THE LAST 6 MONTHS

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## ADDITIONAL OUTCOME MEASURES

### DATA

FAMILY YOUTH PARTICIPATION - Families are reporting a **26% increase** in family satisfaction through our Quality Service Reviews

TRANSPORTATION - **703.75 hours of time working with youth** instead of on transports over last 6 months

INCIDENTS - Nearly **60% fewer** assaults over 15 months

DOSAGE/TREATMENT - All secure care youth are offered up to **12.5 hours of dosage a week** for positive, sustainable change

SUCCESSFUL TREATMENT - **82% of youth reduced dynamic risk in second quarter of 2019.**

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## WHAT'S NEXT

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