

## **JJC PREA Staffing Plan 2016 – 2020**

The Kane County Juvenile Justice Center (JJC) has developed the following plan to ensure adequate staffing levels and video monitoring to protect residents from sexual abuse.

In developing the above staffing plan, the JJC considered the following factors:

1. Generally accepted detention and correctional practices. See attached position statement adopted by the NPJS Board of Directors.
2. Any judicial findings of inadequacy: there has not been any judicial finding of inadequacy.
3. Any findings of inadequacy from Federal investigative agencies: there has been no federal findings of inadequacy.
4. Any findings of inadequacy from internal or external bodies: The annual IDJJ Inspections have not found any staffing inadequacy.
5. All components of the facility's physical plant (including blind spots or areas where staff or residents may be isolated)- the Assistant Superintendent- Amy Sierra, Supervisors Caplan and Howes and PREA Coordinator Ely conducted a facility wide tour on November 14, 2016 and found blind spots which are attached to this staffing plan.
6. The composition of the resident population: The JJC took into consideration that this is a juvenile population that typically has problematic behavior with a high rate of trauma and previous victimization and abusiveness.
7. The number and placement of supervisory staff.
8. Institution programs occurring on a particular shift.
9. Any applicable State of local laws, regulations or standards: The IDJJ detention standards were reviewed.
10. The prevalence of substantiated and unsubstantiated incidents of sexual abuse: there have not been any allegations of sexual abuse to consider.
11. Any other relevant factors: No other apparent relevant factors.

### **Staff –to- Resident Ratios:**

The JJC maintains a 1:8 minimum staff to resident ratio during waking hours and 1:16 minimum ratio during sleeping hours. The JJC exceeds the current IDJJ detention standard 702.130 which does not require the above ratios and states:

- "There must be sufficient staff members present in the detention area, awake and alert at all times, to provide supervision while youth are in custody." 701.130 (b.1)

Any time that the minimum staffing ratio is not met, the circumstances must be documented by the duty supervisor in an incident report that lists the reason (s) and duration that the minimum staffing ratio was not met in addition to any actions taken to correct the situation.

The JJC provides additional direct care staff assigned to augment coverage building-wide on the am and pm shift. We will maintain a 1 to 8 ratio during waking hours. We will maintain a 1 to 16 staff to resident ratio on overnights during sleeping hours.

#### **Staff Supervision of Residents:**

Direct care staff are required to maintain visual contact with all residents except when residents are secured in their individual sleeping rooms. Staff are required to carry a two-way radio at all times. Staff must complete a minimum of 40 hours of training annually, to include but not limited to: behavior modification training, crisis intervention, SCM training, suicide prevention, medical and mental health services, prevention, detection and effective response to sexual abuse and sexual harassment of youth.

#### **Supervisory Personnel**

At least one supervisory level person, including Administrators and Shift supervisors shall be on duty during waking hours. At least one supervisory level individual shall always be on call. During sleeping hours there shall be adequate supervisory coverage provided by assigned supervisors, Senior Youth Counselor or designated Youth Counselor. On duty supervisory personnel are required to be accessible to direct care staff and oversee building operations while maintaining a safe environment. On-duty supervisory personnel must be available to respond promptly and effectively in the event of crisis or emergencies at the facility.

#### **Supervisory Rounds:**

Supervisory level and Administrative staff shall conduct unannounced rounds to identify and deter sexual abuse and harassment as well as to ensure general facility safety and security. These rounds shall be conducted on a routine basis and cover all shifts. Supervisory and Administrative level staff shall document unannounced rounds via a written log on the unit.

#### **Video Monitoring Systems:**

The JJC utilizes a video monitoring system to detect and deter sexual abuse or sexual harassment. The system shall be continuously monitored by control room staff on each shift.

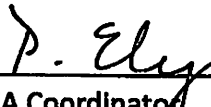
The video monitoring system is also utilized to identify other safety violations and is also used in post-incident investigations.

**Staffing Plan Review:**


This staffing plan will be reviewed no less frequently than once annually by facility Administration in collaboration with the PREA Coordinator. The staffing plan review will be documented and recommendations for modification to the staffing plan implemented as applicable and appropriate.

The staffing plan review process will assess, determine and document the need to modify the plan based upon the following criteria:

1. Prevailing staffing patterns
2. Deployment and utilization of video monitoring systems or other technologies
3. Facility resources
4. Resident population characteristics
5. Generally accepted secure practices are met
6. Findings of inadequacy are addressed
7. Adequate number of Supervisory Personnel
8. Physical plant inadequacies, such as "blind spots" on video monitoring systems are addressed to the maximum extent possible
9. Responses are made where there is a prevalence of sexual abuse reporting on a certain shift, in a certain location, with certain personnel, etc.
10. Programs occurring on a particular shift
11. Composition of a resident population
12. Applicable state and federal laws and regulations

  
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PREA Coordinator

4-16-20  
Date

  
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Superintendent

4/16/20  
Date