

JUVENILE JUSTICE CENTER
16TH JUDICIAL CIRCUIT

COURT SERVICES

OFFICE OF THE ASSISTANT SUPERINTENDENT/PREA COORDINATOR



JJC PREA Staffing Plan 2026

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. This plan takes into consideration the JJC's 2025 average daily population of 22.1 residents.

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

- 1. Generally accepted detention and correctional practices.** The JJC is compliant with standards that are required by the Illinois Department of Juvenile Justice County Juvenile Detention (Standard 2602.130) and Administrative Office of Illinois Courts Juvenile Detention [Standard 3.2 (a)].
- 2. Any judicial findings of inadequacy.** The JJC has not had any judicial findings of inadequacy.
- 3. Any findings of inadequacy from Federal investigative agencies.** The JJC has not had any federal findings of inadequacy.
- 4. Any findings of inadequacy from internal or external bodies.** The annual IDJJ Inspection was conducted in 2025 and did not identify any staffing inadequacies. The biennial AOIC site review was conducted in 2025 and did not identify any staffing inadequacies.
- 5. All components of the facility's physical plant (including the blind spots or areas where staff or residents may be isolated).** The JJC's cameras cover all housing units and shared areas, including the ATR, classrooms and the hallways.
- 6. The composition of the resident population.** The JJC takes into consideration that it detains 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. There are eight (8) JJC supervisors who share a “bullpen style” office located in the secure perimeter with close proximity to living units and residents.

8. Institution programs occurring on a particular shift. First and second shifts are staffed appropriately to accommodate school, court, visitation, recreation, hygiene and focus groups.

9. Any applicable State or local laws, regulations or standards. The IDJJ County Juvenile Detention Standards, AOIC Juvenile Detention Standards, PREA Juvenile Facility Standards and End Youth Solitary Confinement Act (Public Act 103-0178) were reviewed and the JJC remains in compliance with each.

10. The prevalence of substantiated and unsubstantiated incidents of sexual abuse. There was 1 substantiated resident-on-resident sexual abuse investigation, 1 substantiated staff-on-resident sexual abuse investigation and 1 unsubstantiated staff-on-resident investigation. The resident-on-resident substantiated incident involved a male resident making a quick attempt to touch a female resident on her hip or buttocks, however, any specific touching was unable to be verified through camera review. The staff-on-resident substantiated incident involved a contractor giving a resident a hug. The unsubstantiated staff-on-resident incident involved a contractor speaking with a resident while they were showering. It was determined that none of these incidents were the result of staffing deficiencies.

11. Any other relevant factors. No other apparent relevant factors were considered.

Staff-to-Resident Ratios:

The JJC maintains a 1:8 minimum staff-to-residents ratio during waking hours and 1:16 minimum staff-to-residents ratio during sleeping hours.

Any time that the minimum staffing ratio would not be met, JJC management would take immediate steps to call staff in for voluntary overtime; should no staff voluntarily agree to accept the overtime shift, the supervisors would activate the mandated overtime procedure. In the very unlikely event that this effort was not successful, the circumstances surrounding residents being in their rooms would be documented by the on-duty supervisor on the Supervisors’ Operations Log and on a critical incident report that specified the reason(s) and duration that the minimum staffing ratio was not met. Additionally, all specific actions that were taken to correct the situation will be documented on the report as well. In 2025, there were no incidents of inadequate staffing levels documented on the Supervisors’ Operations Log.

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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 forty (40) hours of training annually to include, but not limited to: behavior modification training (CBT), crisis intervention, SCM training, suicide prevention, medical and mental health services and PREA prevention, detection and effective response to sexual abuse and sexual harassment of youth.

Supervisory/Administrative Personnel:

At least one supervisor is scheduled to be on duty during all waking hours, including holidays and weekends. One supervisor shall always be designated as on call, and the quarterly schedule is posted in the control room; the current on-call supervisor information is published daily for staff viewing on the Daily Population Report. During sleeping hours, there shall be adequate unit direct-supervision coverage provided by assigned Youth Counselors or Senior Youth Counselors. 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 emergency situations at the JJC. One administrator and one mental health staff shall always be designated as on call, and these schedules are provided to the supervisors to ensure consistent and reliable communication during building emergencies, or otherwise to be accessible and supportive to supervisors after hours and during weekends and holidays.

Supervisory Rounds:

Supervisory-level or 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, minimally one round conducted each day, and cover all shifts. Supervisory-level and administrative staff shall document unannounced rounds via a written log in each living unit. In the absence of a manager, a Senior Youth Counselor or Youth Counselor will be assigned to complete an unannounced round during the midnight shift. The PREA Coordinator will maintain original copies of the logs to ensure compliance.

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. Supervisors and administrators also have the video-monitoring system software available on their office computers and are able to monitor facility areas if a need arises.

The video monitoring system is also utilized to identify other safety violations, as well as being used in post-incident investigations.

Staffing Plan Review:

This staffing plan will be reviewed no less frequently than once annually by the PREA Coordinator, in collaboration with supervisors and other administration personnel. The staffing plan review will be documented and recommendations for modification to the staffing plan implemented as applicable and appropriate. The 2026 PREA Staffing Plan Review was conducted at the JJC Supervisors Meeting on January 13, 2026.

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 security 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/harassment reporting on a certain shift, in a certain location, with certain personnel or residents, etc.
10. Programs occurring on a particular shift
11. Composition of the resident population
12. Compliance with existing and new applicable federal and State laws, standards and regulations

In consideration of the 2026 Staffing Plan and the 2025 4th quarter SART walk, the PREA Coordinator submitted a request to have one additional camera view installed in the Visitation Search Room. This was requested for both security and PREA reasons. The Executive Director concurred with this recommendation and the camera has been approved. At the writing of this report, the camera has not yet been installed, but is confirmed to have been ordered by the department.



PREA Coordinator

2/6/26
Date



Agency Head

2/6/26
Date

approved