



PbS State Coordinator

Dr. Shannon Weston

Mt. Meigs PbS Quality Assurance Coordinator

Arnea Linden

Co-Coordinator:

Tonya Milam

Mt. Meigs PbS Team

James White

Victor Black

Bridget McDonald

Carmen Archie

Paulette Underwood

Stephanie Norris

Angelia Brooks

Harry Smith

Lisa Williams

Shanell Petty

Marique Ruffin

Andrea Edwards

Vacca PbS Quality Assurance Coordinator

LaShondra Hinton

Vacca PbS Site Team Co-Coordinator

Ernest Robinson

Vacca PbS Team:

Angie Toney

Reatha Burgess

Lomax O'Connor

Tobithean Alexander

Arthur Tigner

Yolanda Lapsley

Mark Baynard

PbS Data Collection Starts Oct. 1st

During the month of October, the Mt. Meigs and Vacca campuses will be collecting incident reports, youth records, non-disciplinary records of confinement, unit logs (for one week), and surveys from both staff and youth. This is a team effort, so please ensure all reports are filled out with as much detail as possible. If you have any questions, please contact Ms. LaShondra Hinton at Vacca or Ms. Arnea Linden at Mt. Meigs. On behalf of DYS, I want to thank you for your involvement and willingness to participate in a process that will improve the quality of life for both youth and staff!

Debriefing Techniques: How to Use Them for Prevention

Do you see the same stressful situations playing out again and again? If you've wondered why you're not seeing progress or change, it could be that you're missing one important step, the debriefing process. Debriefing can help you 1.) Create staff consistency, 2.) Learn from challenges and success, 3.) Create plans to make positive change, and 4.) Deal with incidents more effectively next time.

PREVENT a next time. Why staff consistency matters. There are a lot of things that staff consistency can do for you, including:

1. Remove uncertainty for staff about their job responsibilities.
2. Build trust among staff.
3. Promote teamwork.
4. Consistency is also linked to success

OBSTACLES - There are many reasons why organizations don't debrief.

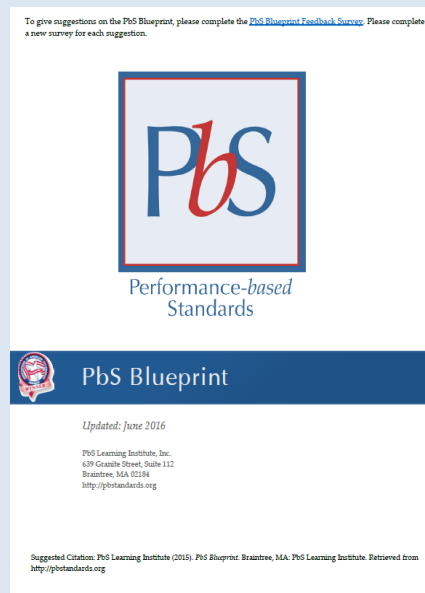
- Time is a huge factor. You may feel like you don't have time to sit down and discuss an incident.
- Some will look at an incident and think, "It was only a verbal incident, so there's no reason to debrief."
- If you don't require it, you don't make the time, and you debrief only the most serious incidents, you'll have a hard time helping staff use those consistent responses.
- It will be much more difficult to ensure that your policies and procedures are being followed. It will also be very difficult for you to know whether a response was consistent with your training, your philosophy, and the behaviors that you're dealing with.
- Unless you take the time to debrief every time, to look at the incidents, to look at how staff responded and what you can do differently, nothing will change. You'll keep seeing the same problems over and over.
- Don't expect change to take place unless you make it happen!

-Excerpt from Erin Harris of Crisis Prevention Inc.

Putting Research into Practice

Highlighting the PbS Blueprint

Over the next fiscal year, the DYS newsletter will highlight specific areas of the PbS Blueprint. “The PbS Blueprint is the roadmap to achieve positive outcomes and sustain high performance. When analyzing PbS data and creating a PbS Facility Improvement Plan (FIP), the PbS Blueprint is the tool to connect the data to practices and policies shown by research or experience to achieve PbS’ standards and goals.” The PbS Blueprint is a tool for DYS staff to reference when developing new practices and enhancing current procedures. This month we will highlight a portion of the PbS Blueprint referencing **Security**. PbS security standards and goals are focused on the two domains - 1.) Maintaining Custody and 2.) Prevention of Contraband. The October newsletter will highlight practices related to contraband.



Contraband

Research has shown that facilities with higher rates of contraband have more issues involving safety in the facility and are also more likely to experience a suicide attempt. Facilities should mitigate problems with contraband by maintaining active supervision and ongoing vigilance of youths, staff and visitors. At the same time, facilities that conduct frequent checks and require inventories of key areas, such as medications, keys and tools, may find more contraband as a result of vigilance, not negligence.

Examples of Recommended Practices

- Staff conduct periodic, random searches for contraband, to include pat-searches of the youths’ person and also searches of rooms and personal lockers. Note: It is important that searches are done on a routine basis as a part of regular practice.
- Staff know which items are classified as contraband and are trained in appropriate search procedures.
- Building maintenance needs that create potential contraband are immediately addressed and/or “off limits” to youths (e.g., broken windows, loose wood).
- Policy/ procedures reviews and drills are conducted by administrative staff on the introduction of contraband, lost tools and keys, escapes and attempted escapes, attempted suicide, chemical agents, etc. to ensure staff are prepared to respond to unusual incidents impacting the safety and security of the facility.
- Contraband Amnesty days are held to encourage youth to voluntarily surrender both innocuous (e.g., extra clothing, snacks) and dangerous contraband.
- In the event of contraband introduced by staff, staff are searched prior to entering the facility for their shift and are required to carry all personal items in a clear, transparent bag.