



**Council of the District of Columbia
Committee on the Judiciary
Performance Oversight Hearing
Pre-Hearing Questions and Answers**



Personnel 6, 7, 8

6. Please list the required education and training for agency staff that interact with youth. To the extent that these requirements differ for each position, please list the training requirements for each position. Please provide the percentage of staff in each position that completed the training requirements in FY15, and in FY16, to date.

The data below is provided for the following “Direct-Care” positions: 1) Youth Development Representative (YDR), 2) Supervisory Youth Development Representative (SYDR), 3) Juvenile Justice Institutional Counselor (JJIC), and 4) Youth Treatment Manager (YTM).

List of Pre-Service Instructor–Led Courses

DYRS Instructor-Led Pre-Service Courses
Adolescent Development
Anger Management
Avoiding Sexual Harassment in the Workplace
Crisis Management (Safe Crisis Management de-escalation model)
Cultural Sensitivity
DYRS Mission Vision and Basic Expectations
DYRS Facilities Tour and Orientation to Agency-wide Operations
Effective Communication Skills
Environmental and Health Awareness Safety Training
Family Engagement
Gang Violence Prevention
Introduction to the Juvenile Justice System of the District of Columbia
Policies and Procedures I (Key Control, Housekeeping, Chain of Command, Employee Conduct)
Policies and Procedures II (Youth rights and responsibilities, safety procedures, security procedures, fire emergency procedures)
Policies and Procedures III (Supervision of youth/ Youth Rules & Regulations, Security procedures)



**Council of the District of Columbia
Committee on the Judiciary
Performance Oversight Hearing
Pre-Hearing Questions and Answers**



Policies and Procedures IV (Use of Force Regulations and Tactics)
CPR/First Aid/AED
Report Writing (Behavioral Observation & Recording)
Shadowing (Pre-Service Observation of Youth Supervision Processes and Procedures)
Suicide Prevention/ Shield of Care (Signs of Suicide Risks and Suicide Prevention)
Youth Panel Discussion

List of Pre-Service Online Courses

DYRS Online Self-directed Pre-Service Training
Dealing with Sexual Harassment Simulation
Emergency Medical Response
Employee Conduct
ID and Searches
Implementing the Prison Rape Elimination Act (PREA)
Positive Youth Development (PYD)
Professional Boundaries
Rules for Handling Youth Conduct
Use of Force
Use of Medical Restraint
Working with LGBTQI Youth
Workplace Harassment for Employees
Workplace Harassment for Supervisors and Managers
Youth Supervision and Movement

Direct-Care Staff Pre-Service training Completion Percentages

Fiscal Year	Percent Complete
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**Council of the District of Columbia
Committee on the Judiciary
Performance Oversight Hearing
Pre-Hearing Questions and Answers**



FY15	96%
FY16 (as of 1/13/16)	100%

List of In-Service/Recertification Instructor-Led Courses

DYRS Instructor-Led Recertification Training
Behavioral Health (Adolescent Development Refresher)
CPR/First Aid/AED (American Red Cross Refresher Standards)
Report Writing (Behavioral Observation and reporting)
Safe Crisis Management
Secure Care Operations (All policies and procedures)
Suicide Prevention/Shield of Care

List of In-Service/Recertification Online Courses

DYRS Online Recertification Training
Dealing with Sexual Harassment Simulation
Emergency Medical Response
Employee Conduct
ID and Searches
Implementing the Prison Rape Elimination Act (PREA)
Positive Youth Development (PYD)
Professional Boundaries
Rules for Handling Youth Conduct
Use of Force
Use of Medical Restraint
Working with LGBTQI Youth
Workplace Harassment for Employees



**Council of the District of Columbia
Committee on the Judiciary
Performance Oversight Hearing
Pre-Hearing Questions and Answers**



DYRS Online Recertification Training
Workplace Harassment for Supervisors and Managers
Youth Supervision and Movement

Direct-Care Staff In-Service/Recertification training Completion Percentages

Fiscal Year	Percent Complete
FY15	91%
FY16 (as of 1/13/16)	88%

7. Please provide a list of any additional training or continuing education opportunities made available to agency employees. For each additional training or continuing education program, please provide the subject of the training, as well as the number of agency employees that were trained.

The table below lists the training and continuing education opportunities that DYRS made available to employees during the reporting period (i.e., 10/1/14 to 1/13/16).

Continuing Education Opportunity	Subject Matter or Competency	Continuing Education Units (CEUs) offered	Number of Attendees for Reporting Period (10/1/14 to 1/13/16)
Trauma Informed Care Awareness	Trauma-Informed Care	0	400
Trauma Systems Therapy – Hands On Toolkit	Trauma Systems Therapy	0	172
Trauma Systems Therapy – Primer Videos	Trauma Systems Therapy	0	100
Advancing Youth Development (AYD) 30-hr	Positive Youth Development	0	17
Entering Positive Youth Justice Outcomes in FAMCare	Positive Youth Development	0	22
Child And Adolescent Functional Assessment Scale (CAFAS) Booster	CAFAS - Mental Health Assessment	0	27
Child And Adolescent	CAFAS - Mental Health	0	19



**Council of the District of Columbia
Committee on the Judiciary
Performance Oversight Hearing
Pre-Hearing Questions and Answers**



Continuing Education Opportunity	Subject Matter or Competency	Continuing Education Units (CEUs) offered	Number of Attendees for Reporting Period (10/1/14 to 1/13/16)
Functional Assessment Scale (CAFAS) Reliable Rater	Assessment		
Leadership Academy	Leadership	8	19
Getting to the Point! Methods and Applications of Solution Focused Therapy	Solution-Focused Therapy	3	10
Diagnostic and Statistical Manual of Mental Disorders (DSM) 5	Mental Health	3	17
The Change Ethic	Ethical Practices	3	18
HIV: Yesterday, Today, Tomorrow	HIV	3	19
The Penn State Factor: The Ethical Imperative of Mandated Reporting	Mandated Reporter	3	15
Teaching Parenting Skills to the Unskilled Parent	Coaching	3	8
Gang Violence Prevention	Gang Violence	0	70
Moral Reconciliation Therapy (MRT)	Substance Abuse	0	20
SmartBoard	Facilitator (train the trainer)	0	23
Fire Alarm System and Emergency Response	Fire Safety	0	12
Family Engagement	Family Engagement	0	59
Travel Guidelines	DHS Travel Guidelines	0	5
Office of Central Procurement (OCP) Contracts Administration	Contracts Administration	0	22 (approx.)
Culinary Staff Annual Training	Food Service	0	7
Office of Labor Relations and Collective Bargaining (OLRCB) Discipline Training	Workplace Discipline	0	61
Medicaid and Other Cost	Medicaid Protocols	0	51



**Council of the District of Columbia
Committee on the Judiciary
Performance Oversight Hearing
Pre-Hearing Questions and Answers**



Continuing Education Opportunity	Subject Matter or Competency	Continuing Education Units (CEUs) offered	Number of Attendees for Reporting Period (10/1/14 to 1/13/16)
Savings			
Board of Ethics and Government Accountability (Bega) Ethics	Ethical Practices	0	74 (approx.)

8. How does the agency ensure that staff is trained in trauma-informed practices? What trauma-informed training is mandated for staff, and what trauma-informed training is available for staff?

In addition to the above classroom opportunities, agency staff may access to the following online opportunities:

<http://dchr.skillport.com> - DC Human Resources Learning Management Portal open to all DC Government employees

<https://mydyrslearning.skillport.com/skillportfe/login.action> - The agency-specific version of Skillport used as a Learning Management Portal primarily for agency-specific compliance training (i.e., Prison Rape Elimination Act (PREA), Sexual Harassment, and LGBTQI trainings)

Lynda.com – Online learning library containing over 3500 course titles

Trauma Informed Care

DYRS transitioned into a trauma-informed agency. In support of the ongoing transition, all staff are required to have an understanding of the nature of trauma and how it impacts the lives of the youth in our care. To that end, the Agency partnered with the Substance Abuse and Mental Health Services Administration (SAMHSA) to offer “Understanding the Effects of Trauma on the Lives of Those We Serve”, a 3-hour session focused on the widespread impact of trauma in our society, our families and on the youth we serve.

Trauma Systems Therapy

The Agency is currently working with KVC Hospitals and NYU’s Child Study Center to bring Trauma Systems Therapy (TST) to the Youth Services Center, New Beginnings, and Case Management. TST is a comprehensive model for treating traumatic stress in children and adolescents that adds to individually-based approaches by specifically addressing the child’s social environment and/or system of care. TST was designed to provide an integrated and highly coordinated system of services guided by the specific understanding of the nature of child traumatic stress. Trauma Systems Therapy (TST) provides effective, evidence-based services and



**Council of the District of Columbia
Committee on the Judiciary
Performance Oversight Hearing
Pre-Hearing Questions and Answers**



interventions to help children and families who have experienced traumatic events. A clinical and research program of the NYU Child Study Center and the Department of Child and Adolescent Psychiatry at NYU's School of Medicine, the program is overseen by Dr. Glenn Saxe, Director and Chair and a team of faculty and trainees.

Staff Trained in Trauma-informed Practices

As a result of the above-mentioned partnerships, some 400 staff (i.e., 375 DYRS staff and 25 DYRS Providers) attended trainings on Trauma Informed care, and 225 staff received training on Trauma Systems Therapy. As part of the TST implementation, eight additional 2-day classroom sessions are being scheduled for delivery in the spring of 2016. These sessions will cover an overview of TST, the actual assessment tool, and treatment and intervention planning among other things. A train-the-trainer is also planned to allow the Agency to sustain training and implementation after the vendor completes delivery of its program.