

# MARIN COUNTY PROBATION DEPARTMENT

AND

## SAN RAFAEL CITY SCHOOLS

### SCHOOL WORKS INITIATIVE

Fifty-five percent of all youth referred to the Marin County Probation Department in 2018 were Latino, despite the fact that they represent at best 25% of the youth population in this jurisdiction. This over-representation becomes even starker as one penetrates deeper into the system. This disparity is obvious, striking and unacceptable.

The Marin County Probation Department has made the issue of addressing ethnic disparities a priority. In 2018, the Reducing Ethnic Disparities (RED) Committee was developed and this group met several times to assess the possible causes for this situation. During focus groups that were conducted, the RED Committee heard from stakeholders in juvenile justice, including service providers, parents and youth, and a variety of themes emerged from this process:

- *Trauma was a common experience for many of the families involved in the juvenile justice system*
- *Some families lack trust with the people who operate in the juvenile justice system*
- *There was an interest in having more services be made available to youth and families before they got arrested*

As a result of this process, the RED Steering Committee has recommended developing a pilot project that will provide home and school-based prevention services to meet the needs of families from communities where a disproportionate percentage of youth are entering, and penetrating, the juvenile justice system. The hope is that if services and support, including trauma-informed care, are provided to families on a voluntary basis, at an earlier age, and without the fear that can come with law enforcement involvement, Marin County may be able to reduce the disproportionate numbers of Latino youth referred to the justice system. The Probation Department, in collaboration with the San Rafael City Schools, has developed the School Works Initiative to be the vehicle to provide those services. The purpose of this Memorandum of Understanding is to articulate the responsibilities of the Probation Department staff and associated providers that have interactions with the youth and families at these schools and SRCS staff.

## **SCHOOL WORKS INITIATIVE DESCRIPTION**

The School Works Initiative seeks to provide families with support, guidance, and referrals to relevant services prior to any involvement with juvenile justice system. The underlying principle behind the School Works Initiative is that most youth who enter and penetrate the juvenile justice system had needs that were identified but not addressed at an earlier age. The School Works Initiative intends to fill that gap by providing the resources described below in the community where a disproportionate percentage of youth who are arrested reside. It is expected that the successful implementation of this service will reduce the numbers of Latino youth who subsequently enter the juvenile justice system over the long term, and it will also improve the children's school performance in the short term.

### **KEY POINTS:**

- Participants in the School Works Initiative will be identified by school staff and/or law enforcement officials who have reason to believe the child and/or family is in need of intensive support and services.
- The pilot of the School Works Initiative will be focused on students in grades 4 through 8 at the following schools sites: Bahia Vista Elementary, San Pedro Elementary, Davidson Middle School, and Venetia Valley TK-8.
- Behaviors such as excessive truancy, acting out at school or in the community, and/or poor academic performance could be examples of how a child might be identified.
- Any staff person or law enforcement official associated with the San Rafael City Schools may refer the child to the School Works Initiative.
- Child and the parent may self-refer.
- Youth with an active referral to the Probation Department or another local diversion Initiative are ineligible for the School Works Initiative.
- The decision to accept a family into the Initiative must be unanimous with the family, school staff and the School Works Initiative team all in agreement. Consideration must be given to whether the family is in need of such an intensive level of service as School Works and what the likelihood for success is
- Maximum capacity for the Initiative is 15 students at any given time, and the expected duration of services is six months.
- The Initiative will provide culturally relevant and appropriate services that can be delivered in Spanish, and will be effective with a population that is comprised primarily of immigrant families
- Families are treated with respect and considered partners, not "clients"
- Families who agree to take part will be expected to attend a parent education Initiative (for which they will receive support, such as transportation and child care if necessary, to be able to complete). In the event this is not available or feasible, they will be required to work with a parent partner
- While there will be a presence at the school site where the student is enrolled, the School Works Initiative staff will also be available to provide support and services in the homes of the participants. In order to accomplish that, staffing for the School Works Initiative will include:



A 0.5 FTE Deputy Probation Officer (DPO) in a non-traditional assignment in which they are co-located at a school site and expected to integrate in the school community. Most of this work will take place on the school site where students are enrolled

A 1.0 FTE Case Manager whose primary responsibility will be to support the identified students with the goal of ensuring their successful integration into the school community, and improving the child's attendance, behavior and academic performance. This work will take place both at the school and at the home, and the Case Manager will act as a regular conduit of information between the child's parents and school officials.

A 0.5 FTE parent partner whose primary responsibility will be to support the parents of the identified students in ensuring their children are successful in school and the community.

- While the primary resources will be comprised of the staff described above, School Works Initiative will also have access to a variety of other services normally only available to youth and families referred to the Probation Department. These services might include family or individual therapy, employment support, access to recreational activities/tangible incentives, and educational support.
- The School Works Initiative is intended to be a pilot project and, if determined to be effective and successful, additional funding may be sought to expand it beyond its pilot phase.

#### **INTENDED OUTCOMES**

- Short term: increased school attendance and connection
- Long term: reduce ethnic disparities in juvenile justice system

#### **TIMELINE**

Finalize program description	Completed
Conduct RFP	April 2019
Identify provider	May 2019
Develop protocols	June/July 2019
Implement services	August 2019

#### **RFP Questions**

(include Probation, San Rafael Schools and Court personnel on RFP panel rating applications)

- Staffing characteristics; Spanish speaking, bicultural, turnover, educational and experience (including lived experience) qualifications
- Experience providing services to target population (culturally appropriate interventions, established and trusted in Marin's Latino community,)
- Funding and/or in-kind resources
- Experience with schools and/or law enforcement collaboration

**Budget**

Recommended 18-month budget: \$137,066

(does not include cost of in-kind DPO assigned to the program)

**AGREEMENT BETWEEN  
THE MARIN COUNTY PROBATION DEPARTMENT  
AND  
San Rafael City Schools  
REGARDING  
School Works Initiative Partnership**

This AGREEMENT is made and entered into this \_\_\_ day of \_\_\_\_\_, 2019, by and between the Marin County Probation Department (hereinafter referred to as "Probation") and San Rafael City Schools, 310 Nova Albion Way, San Rafael CA 94903 (hereinafter referred to as "SRCS").

WHEREAS, the Marin County Probation Department has made the issue of addressing ethnic disparities a priority.

WHEREAS, the Reducing Ethnic Disparities (RED) Steering Committee has recommended developing a pilot project that will provide home and school-based prevention services to meet the needs of families from communities where a disproportionate percentage of youth are entering, and penetrating, the juvenile justice system.

WHEREAS, analysis of local data shows that most youth who enter and penetrate the juvenile justice system had needs that were identified but not addressed at an earlier age

WHEREAS, Probation and SRCS have a joint and vested interest in partnering to provide families with support, guidance, and referrals to relevant services prior to any involvement with juvenile justice system.

WHEREAS, Probation has announced intention to provide funding for a pilot project to provide services to identified youth and families in a program to be called School Works Initiative.

WHEREAS, SRCS has announced intention to partner with Probation in the development of the School Works Initiative and assist in the coordination and management of the pilot program.

NOW THEREFORE IT IS AGREED AS FOLLOWS:

- Probation agrees to dedicate up to \$137,066 to an 18 month pilot of the School Works Initiative and act as fiscal agent for all distribution of funding
- Probation agrees to dedicate 0.50 Deputy Probation Officer to the Initiative
- SRCS agrees to be an active partner on the School Works Initiative Team, including involvement in the RFP review and selection process for the service provider
- SRCS agrees to manage inter-school program communication, coordination of selected provider services and campus access for Initiative staff.

**This agreement is reviewed and agreed to by:**

By: \_\_\_\_\_  
Name: Micheal Daly  
Title: Chief Deputy Probation Officer  
Marin County Probation  
Department  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Name: Dr. Michael Watenpaugh  
Title: Superintendent  
San Rafael City Schools  
Date: \_\_\_\_\_