



SANTA CLARA COUNTY

FY23-24 PUBLIC SAFETY REALIGNMENT PLAN

Building safer communities and strengthening families through successful reintegration and reentry of formerly incarcerated individuals back into Santa Clara County.



TABLE OF CONTENTS

Local AB 109 Oversight	4
Guiding Principles on ReEntry	4
CCP Executive Steering Committee	5
Cross-System Reentry Network	6
Santa Clara County Realignment Background	6
Realignment Classifications	6
Realignment Reentries	7
Realignment Demographics.....	7
Realignment Supervision Caseloads	8
Probation	8
Evidence Based Practices for Adult Services	9
AB109 Probation Cases.....	10
Criminogenic Needs by Gender	10
Office of Diversion and ReEntry Services (DRS).....	11
Reentry Resource Centers (RRCs).....	11
San Jose Reentry Resource Center	12
South County Reentry Resource Center	13
Client Success Stories	14
Participant Highlight: John.....	14
Participant Highlight: Henry	15
Participant Highlight: Robert	15
County Realignment Success	17
Mission Street Recovery station	17
Mobile Medical Unit	Error! Bookmark not defined.
Reentry Rise Up & Run Virtual 5K.....	19
Continuous Quality Improvement and implementation strategies.....	21
Racial Equity Action Plan/GARE Efforts	22
Defining Success	24
Measuring Success.....	24
Challenges.....	25
Goals and Objectives Moving Forward	25
Goal One: Serve The Client	25
Goal Two: Strengthen Collaboration	26

Goal Three: Sustain Public Safety26

Goal Four: Steward Operational Excellence26

APPENDICES.....28

APPENDIX A: Re-Entry Network Governance Team28

APPENDIX B: Sample Probation Quarterly Reports30

LOCAL AB 109 OVERSIGHT

On March 1, 2011, the Board of Supervisors approved the establishment of a cross-system reentry network to develop and implement a reentry plan for the County. The Santa Clara County Reentry Network (REN) identifies comprehensive reentry and recidivism reduction strategies to elevate existing efforts, streamlines the process in linking inmates to effective in-custody and community-based programming, identifies cost-saving methods, and increases support of parolees and low-level prisoners under the Public Safety Realignment Act (AB 109).

In October 2011, California passed the Public Safety Realignment Act (AB 109) into law. This law, commonly referred to as Realignment, seeks to alleviate prison overcrowding by mandating that low-level felons become the responsibility of local jurisdictions. That is, non-violent, non-serious, and non-sex-related felons begin serving their sentences in jail instead of prison. In addition, supervision of this population is carried out locally, by probation instead of state parole agents. To facilitate this effort, the state provided additional funding to each county. Santa Clara County chose to invest the bulk of its AB109 funding into rehabilitation instead of building bigger jails. In February 2012, with the collaboration of the Offices of the Sheriff (SHF), Probation Department (PD), Public Defender Office (PDO), Social Services Agency (SSA), Behavioral Health Services Department (BHS), Custody Health (CH), Ambulatory Care, and the Office of Supportive Housing (OSH) among others, the County opened the Reentry Resource Center (RRC). The RRC serves as a “one-stop shop” serving multiple needs including programs addressing mental illness, substance use disorders, homelessness, unemployment, and domestic violence as well as a host of other issues that lead to incarceration. Under this model, individuals exiting County jails can visit the RRC and complete multiple objectives at once. The Office of Diversion & Reentry Services (DRS), established in September 2013, acts as the administrator of the RRC and reentry-related funding.

GUIDING PRINCIPLES ON REENTRY

The following principles guide this work in the County:

1. Reentry and reintegration begin while the individual is incarcerated, and alternatives to incarceration are prioritized when appropriate.
2. Evidence-based practices are utilized when developing programs and policies.
3. Collaboration, coordination, information-sharing, and communication are critical to the success and sustainability of the Reentry Network.
4. Moderate to high-risk formerly incarcerated individuals are targeted using validated assessment tools.
5. Assessment and case management tools targeting continuous reentry planning are incorporated at the point of admission into the criminal justice system and continue to be used through pre-and post-release.
6. The strategic plan is gender-responsive, trauma-informed, and culturally competent.

CCP EXECUTIVE STEERING COMMITTEE

AB 109 and AB 117 expands the current role of the Community Corrections Partnership (CCP), previously established through Senate Bill 678, as an advisory body on the implementation of the California Community Corrections Performance Incentive Act. Each County's CCP is required to prepare and recommend to the Board of Supervisors an implementation plan for realignment.

Rose Amador

President/CEO
Conxión/Community Based Provider

Anita Asher

Director
Employee Services Agency

Bruce Copley

Director
Santa Clara County Drug & Alcohol Services

Mary Ann Dewan

County Superintendent
County Office of Education

CCP CHAIR: Nick Birchard

Chief Probation Officer
Probation Department

Rebecca Fleming

Chief Executive Officer
Superior Court

Vacant

Director
District Attorney's Office/Victim Services

Greta Hansen

Chief Operating Officer
County Executive's Office

Daniel Little

Director
Social Services Agency

Andrew Binder

Chief of Police
Palo Alto Police Department

Molly O'Neal

Public Defender
Public Defender's Office

Jeff Rosen

District Attorney
District Attorney's Office

Bob Jonsen

Sheriff
Santa Clara County Sheriff's Office

Sherri Terao

Director
*Santa Clara County Behavioral Health
Department*

CCP MEETINGS

The Santa Clara County CCP meets on a quarterly basis at the main Adult Probation Office. Each meeting includes introductions of stakeholders and community members and public comment. Each meeting also includes an update from the Office of Reentry services that includes data on Re-entry center clients and service utilization. Probation also presents information on realignment clients currently supervised and presents two data infographics (see Appendix B). Probation also uses this time to share any changes to the client population, service array, challenges faced by clients and/or staff and invites clients to come and share their success stories.

CROSS-SYSTEM REENTRY NETWORK

On March 1, 2011, the Board of Supervisors established a cross-system reentry network to develop and implement a reentry plan for the county. The Reentry Network is led by an eight-member governance team, which is responsible for the vision, direction, and accountability of the group. Network membership is open to any individuals and organizations providing reentry services or with interest in supporting the reentry efforts in Santa Clara County.

Since August 2011, the Reentry Network has been meeting on a quarterly basis with the focus on implementing policy and procedure changes that will better assist with a successful reentry transition. Network members provide expertise, operations support, and guidance to the governance team. Appendix A lists the current members of the Reentry Network Governance Team.

SANTA CLARA COUNTY REALIGNMENT BACKGROUND

Since the passage of California's Public Safety and Realignment Act (AB 109) in 2011, Santa Clara County has established a collaborative Adult Reentry Network, an Office of Reentry Services, and two Reentry Resource Centers (RRCs). These initiatives have continued to evolve and grow over the years.

REALIGNMENT CLASSIFICATIONS

The Realignment population can be broken down into three sub-populations, which are commonly referred to as AB 109 classifications:

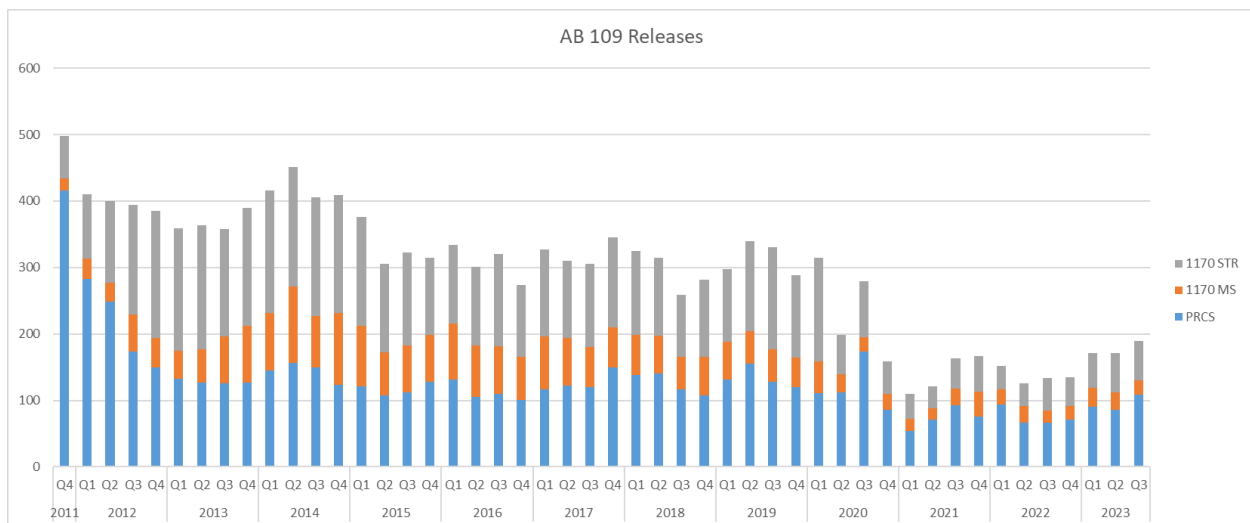
While the Realignment population is the priority, AB 109 funds are utilized by the County of Santa Clara to fund initiatives that serve all reentry clients. Depending on the program, non-Realignment target populations are identified based on how recently they were released, their level of criminogenic risk, their individual needs, and their level of self-sufficiency.

REALIGNMENT REENTRIES

As of September 30, 2023

- ❖ 9,926 individuals had reentered Santa Clara County under Realignment since October 2011.
- ❖ There had been 14,100 reentries overall, as some individuals were released under AB 109 more than once at different times and under different classifications.
 - ⇒ 44% (6,174) of reentries were under PRCS
 - ⇒ 39% (5,445) were under PC1170(h) – without supervision (STR)
 - ⇒ 17% (2,480) were under PC1170(h) – with mandatory supervision (MS)

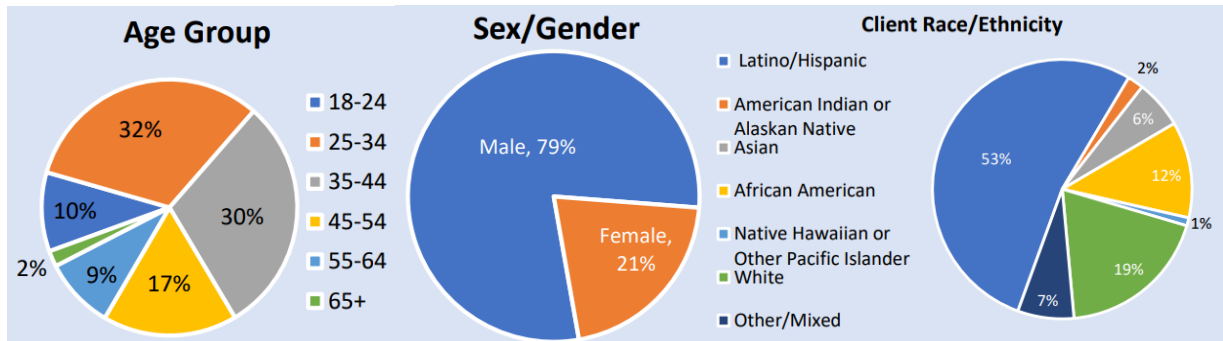
PRCS releases from state prisons and PC1170(h) releases from Santa Clara County correctional facilities have flattened out since 2015 and were much lower (especially for PC1170 releases) after the public health initiatives to prevent exposure to COVID-19 were implemented in March 2020. Prior to COVID-19, releases under AB109 had flattened out about 300 releases per quarter. After the public health orders went into place in March 2020, PC1170(h) releases declined — partly due to efforts to keep the jail populations at minimum. PRCS releases remained consistent initially, but spiked between July 2020 and September 2020, and then sharply decreased the following quarters. There has been a slight increase in number of releases under all three categories in 2023 relative to 2022. Overall, realignment releases have declined since the onset of the pandemic as justice institutions made operational and policy changes.



REALIGNMENT DEMOGRAPHICS

Fiscal Year 2023 (FY23): July 1, 2022 – June 30, 2023

Demographics have not changed significantly over the course of Realignment in Santa Clara County. The Realignment population is majority male and Hispanic in ethnicity. Majority of the population is between the age of 25 and 44.



Approximately 80% of the population are not permanently housed when they register at the RRC, and about 40% are literally homeless (street/shelter/vehicle). Due to the high cost of living the County must invest significant funding into housing support. The Majority of individuals released under AB 109 reported living in San Jose. City of residence best indicates where the individual was living prior to custody, not necessarily their destination post-release.

REALIGNMENT SUPERVISION CASELOADS

Most Realignment clients under supervision are supervised by the Adult Probation Department (APD) under PRCS or 1170(h) MS. However, some 1170(h) clients are released into the Custodial Alternative Supervision Program (CASP). Participants in this program are released early and serve the remainder of their custodial sentence within the community, under the intensive supervision of a specialized unit of Sheriff's Office deputies.

PROBATION

Probation Officers utilize a risk assessment tool that follows the Risk-Need Responsivity (RNR) model. The RNR model is an evidence-based correctional rehabilitation model¹ which provides research-driven

¹ Polaschek, Devon L. L. (2012). "An appraisal of the risk-need-responsivity (RNR) model of offender rehabilitation and its application in correctional treatment". *Legal and Criminological Psychology*. 17 (1): 1–17.

recommendations for how to work with individuals in the criminal justice system to provide them with the most appropriate level of supervision and interventions, with the goal of reducing future anti-social behaviors. In general, the model’s three principles—Risk, Need, and Responsivity²—provide guidance in designing programs to promote critical behavioral changes.

Figure 1: Risk-Need Responsivity (RNR) Model

Risk Principle (WHO)	Level of services provided should be based on the level of risk for reoffending. Research demonstrates that providing intensive services to lower-risk individuals is not only an inefficient use of resources, it may actually increase the likelihood that those individuals will reoffend.
Need Principle (WHAT)	Target interventions to criminogenic needs. The key criminogenic needs are related to anti-social behavior (such as anti-social thinking, criminal peers, etc.).
Responsivity Principle (HOW)	Be responsive to temperament, learning style, motivation, gender, and culture when assigning to programs. Programs also have the strongest impact when they use strategies from cognitive social learning, such as modeling and reinforcement.

Santa Clara County Probation has been integrating these principles along with the entire set of the National Institute of Corrections’ Principles of Effective Intervention³ and will continue to move forward using the RNR model. Probation uses the RNR model framework and when assessing criminogenic risk and addressing criminogenic needs, the department strives to utilize Evidence Based Practices.

EVIDENCE BASED PRACTICES FOR ADULT SERVICES

Evidence-Based Practices (EBP) are approaches which have been empirically researched and proven to have measurable positive outcomes. The Adult Division’s focus is to provide appropriate sentencing recommendations and information to the Court to encourage successful rehabilitation of individuals, while promoting the safety of the community through the delivery of effective Probation supervision services. This includes individuals on formal probation and those released pursuant to Public Safety Realignment: Post Release Community Supervision (PRCS) and/or Mandatory Supervision (MS).

Using EBPs in criminal justice allows us to utilize best practices supported by research. Probation can focus on implementing EBPs to invest resources wisely and to achieve desired outcomes, while increasing accountability and improving our chances to reduce crime. This should lead to maximizing the likelihood of client success.

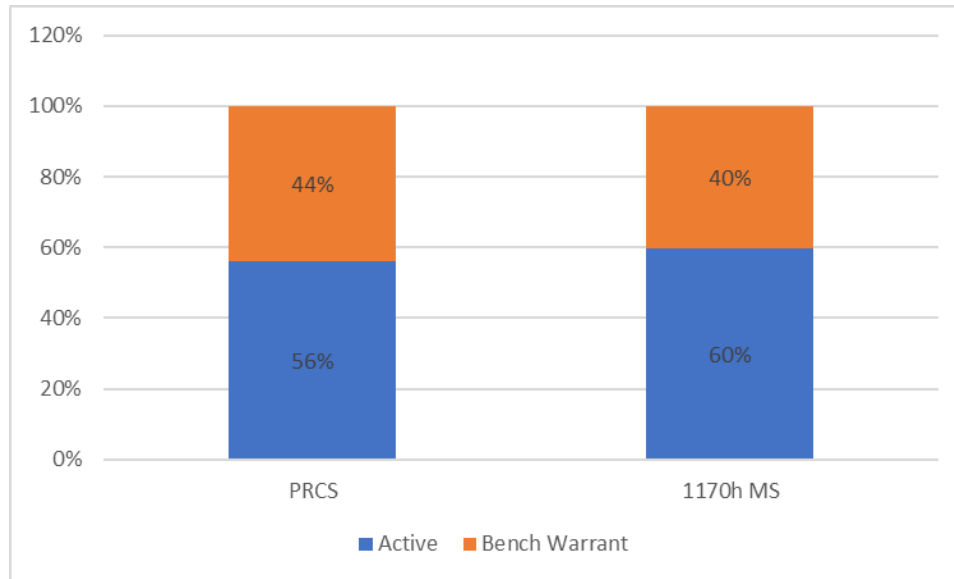
² Andrews, D., & Dowden, C. (2007). The Risk-Need-Responsivity Model of assessment in human service and prevention and corrections: Crime prevention jurisprudence. *Canadian Journal of Criminology and Criminal Justice*, 49(4), 439–464.

³ Crime and Justice Institute at Community Resources for Justice (2009). *Implementing Evidence-Based Policy and Practice in Community Corrections*, 2nd ed. Washington, DC: National Institute of Corrections.

AB109 PROBATION CASES

As of June 30, 2023:

The Adult Probation Department was supervising 1,066 individuals (down from 1,205 in June 2022) on Realignment caseloads. Of these individuals 603 (57%) were active and in compliance. Clients with a bench warrant status often return to compliance and are usually noncompliant due to technical violations. During this time, PRCS clients had a higher rate of bench warrants compared to 1170(h) MS clients, which has been observed throughout past iterations of this report.



	PRCS	1170 MS	Status Total
<i>Active</i>	491	112	603
<i>Bench Warrant</i>	387	76	463
<i>Caseload Total</i>	878	188	1066

CRIMINOGENIC NEEDS BY GENDER

Various factors are related to the underlying causes of an individual's criminal behavior. These factors are referred to as criminogenic needs. According to Evident Change, the Correctional Assessment and Intervention System (CAIS) is a multidimensional assessment and supervision system which includes actuarial risk assessment and a comprehensive assessment of needs. These assessments are provided within the context of a clinical evaluation of what drives an individual's criminal behaviors, along with recommended supervision strategies and programs that reflect the attitudes, capacities, and learning style of the individual offender.

The CAIS was designed to assist staff to supervise adults effectively and efficiently, both in institutional settings and in the community. The goal of the system is to aid with adjustments, to reduce recidivism, and to help adults succeed in the community. The CAIS assessments include:

- a) Initial pre-screener (Risk Assessment): consisting of 12 items which, depending on the score, will determine the need for a full CAIS assessment;
- b) The full CAIS assessment is divided into four main sections: General Information, Objective History, Behavioral Observations, Interviewer Impressions; and
- c) CAIS re-assessment: takes place every six months after the initial full CAIS assessment.

OFFICE OF DIVERSION AND REENTRY SERVICES (DRS)

The Office of Diversion and Reentry Services (DRS), within the Office of the County Executive, promotes effective policies, evidence-based practices and services to implement the Public Safety Realignment Program (AB 109) and the Adult Reentry Strategic Plan. DRS is responsible for operating the Santa Clara County Reentry Resource Centers (RRCs) in San Jose and Gilroy and coordinates countywide collaborative efforts to safely reduce the jail population, reduce recidivism and ensure public safety. DRS also contracts with community organizations to include adult reentry services in the three County jail facilities.



REENTRY RESOURCE CENTERS (RRCs)

The RRCs in San Jose and Gilroy strive to build safer communities by providing resources to formerly incarcerated individuals to help them reintegrate into the community. The Centers collaborate with community-based entities and State and County Departments such as the Sheriff/Department of Correction, Behavioral Health, Social Services Agency, Probation, Office of the Public Defender, Ambulatory Care, Office of Supportive Housing, Office of Diversion and Reentry Services, the California Department of Corrections and Rehabilitation and faith-based community partners. Representatives of these organizations and departments reside in one building in both San Jose and Gilroy and work collaboratively to provide services such as mental health and substance use treatment, public benefit enrollment, counseling, health care, record expungement services, employment referrals and housing and shelter information.

The RRCs serve as one-stop shop providing services and support to current and formerly incarcerated



Santa Clara County residents for successful reintegration back into the community. The mission at the RRCs is to reduce recidivism by using evidence-based practices in implementing a seamless system of services, supports, and supervision. As of June 2023, the RRCs had served over 30,000 unique reentry clients since its doors opened in February 2012. While an exact number is difficult to calculate due to lack of data systems during the first years of operation, the RRC serves over 5,000 individuals a year on average (many overlap year-to-year). Due to COVID-19, the RRCs saw a significant reduction in visits starting in March

2020. Since the initial decline, visits began to trend upward again as Reentry partners adapted and vaccination rollouts allowed for flexibility in operations. As of 2023, the Gilroy RRC expanded to provide services Monday through Friday from 8:00 A.M. to 5:00 PM.

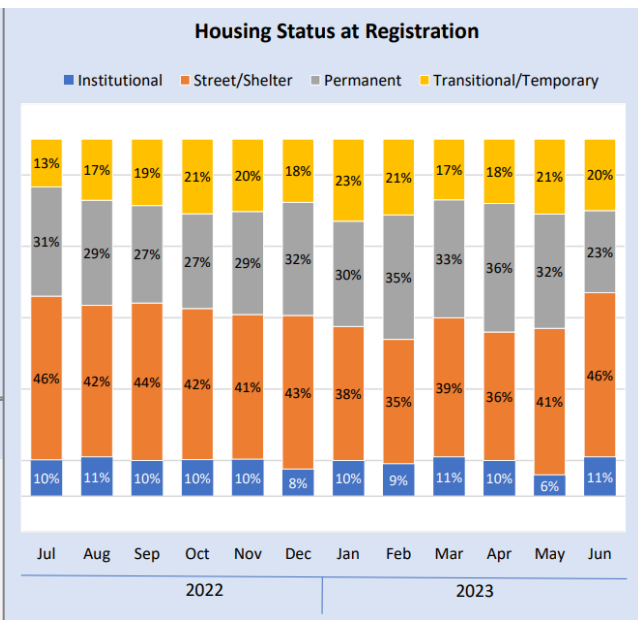
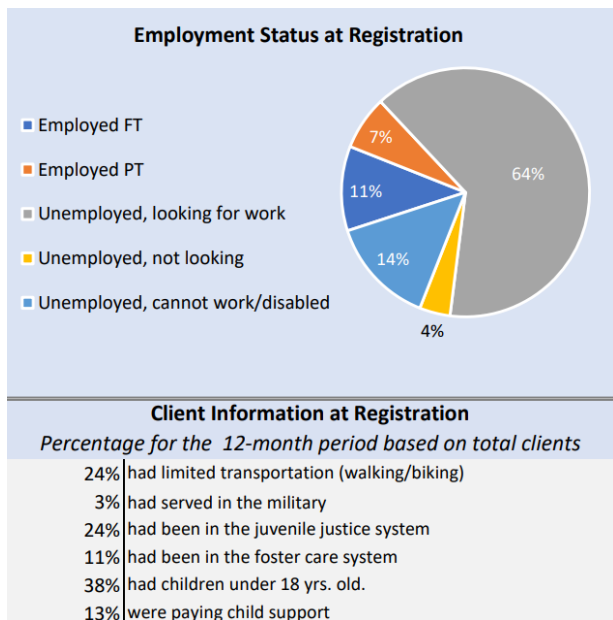
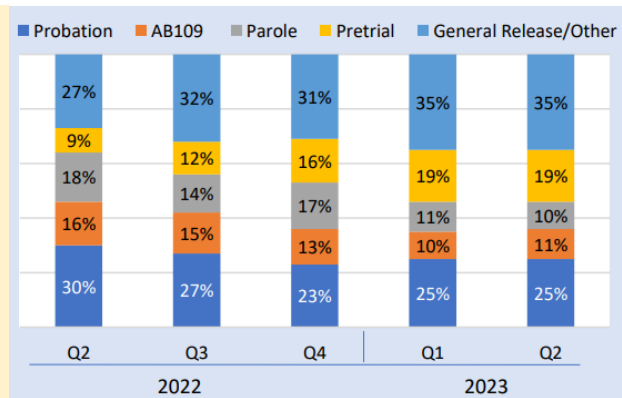
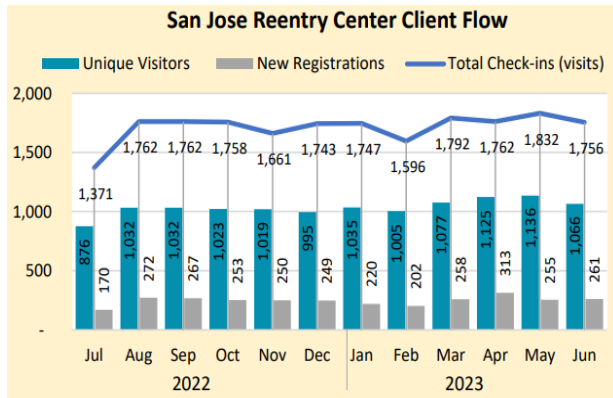
The RRC also makes a series of videos that help inform clients, community members and other related stakeholders about the services RRC provides. Here are the links to two examples:

<https://www.sccgov.org/sites/reentry/Pages/reentry-services-video.aspx>

<https://www.sccgov.org/sites/reentry/Pages/brian-evans-success-story.aspx>

SAN JOSE REENTRY RESOURCE CENTER

- During the fiscal year, there were 5,738 unique clients served at the RRC.
 - At least 46% of clients were homeless at intake.
 - At least 65% of clients were unemployed and actively looking for work at intake.
 - 38% of clients had children under 18 years of age.
 - 24% of clients had limited transportation
 - 20% of clients had been in the juvenile justice system.



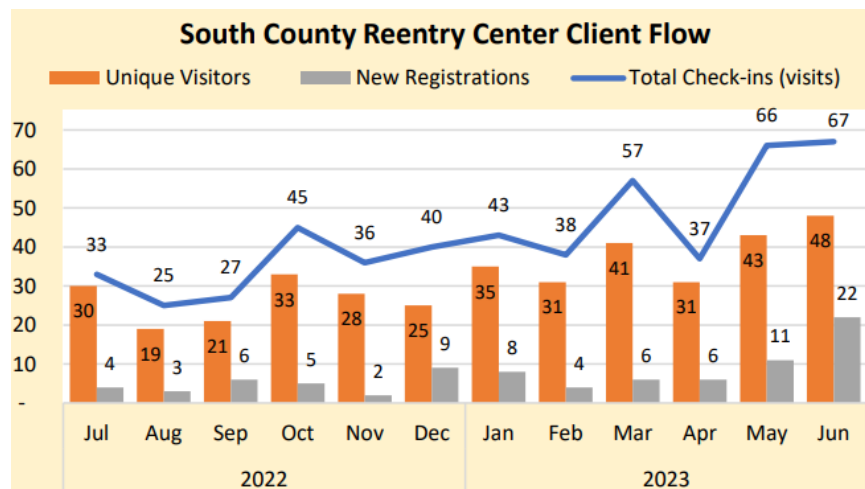
Prior to the pandemic, the San Jose RRC typically receives around 6,000 visits from over 2,000 unique clients each quarter. Realignment clients represented over 10 percent of RRC clientele served.

Social Services remain the most requested service at the RRC as most clients need to apply for benefits after release from custody. The top ten most requested services during the year (in order) were: General Assistance, CalFresh, housing, healthcare, food (snacks), identification, substance use treatment, clothing, and the medical mobile unit (doctor/psychiatrist), and employment.

The goal of the South County RRC is to increase services to AB109 and Probation clients residing in Gilroy, San Martin, and Morgan Hill, assist them in successfully stabilizing in the community, and to reduce recidivism.

The South County RRC offers:

- Employment referrals to Catholic Charities
- Medical services at the Mobile Medical Unit
- Record expungement through the Public Defender’s Office
- Mental Health and Substance Abuse screenings and assessments by Behavioral Health
- Faith-based services through the Good Samaritan Project
- Probation support, service navigation, and a space for Probation officers to meet with their South County defendants.



The charts above show that South County’s client flow shows an upward trend over, except for a significant drop in March 2023.

CLIENT SUCCESS STORIES

PARTICIPANT HIGHLIGHT: JOHN

John has shown a drive to succeed ever since he first enrolled in our program at the Center for Employment Opportunities in January 2021. He instantly showed a desire to grow and improve after serving a substantial amount of time at a young age. He became a Crew Coach in April 2021, just 3 months after enrolling in the program. This gave him the opportunity to participate in a hands-on apprenticeship training program and eventually led to him being hired on as a full time Site Supervisor in April of that same year. He not only took advantage of every training we have to offer but has also encouraged other participants to do the same.

In July 2022 he graduated Retention, the 4th and final stage of our program, after maintaining full time permanent employment for an entire year. In August 2022, John was promoted to Lead Site Supervisor

and is now a part of the leadership team in our office. We are so fortunate to have him on our staff and truly value his insight and perspective. He plays a huge role in fostering and maintaining important partner relationships as well as empowering and supporting other participants through their individual re-entry journeys.

PARTICIPANT HIGHLIGHT: DAVID

David has a formal education and experience in various fields such as behavioral technician, facility supervisor, client support technician, and software design engineer. However, the job he really wants, his passion lied in baking. During the employment preparation phase, two versions of his resume were created, one focusing on his background skills such as customer service, organization, and communications, and the other highlighting his baking expertise. David had taken the time to learn and practice baking techniques, become proficient in using baking equipment, and understand and adhere to food safety practices.

For several months, job search sessions were focused on finding positions related to his transferrable office skills. Nonetheless, there was always a glimmer of hope that D.R. would find a job as a baker.

Finally, a new employer partner came on board, offering a baker position, which was within walking distance and willing to work with justice-involved individuals. However, the rate of the position posed a challenge. Nevertheless, when D.R. was informed about the position, he was enthusiastic and ready to interview. To his delight, the hiring manager found him to be an excellent fit for the job and offered him the position on the spot. We are excited to support him on his new journey.

PARTICIPANT HIGHLIGHT: ROBERT

Robert C. began his journey with Catholic Charities through Adult Probation. This is a story of how he received support through the County of Santa Clara and CCEN.

In May of 2022, the Reentry Center presented an opportunity with Santa Clara County's vaccine stations. The CCEN staff offered him this opportunity, which R.C. was eagerly waiting for. It was a chance for him to prove his worth while earning a good income. Robert worked as a Park Services Attendant for the County's vaccine station. However, by mid-July, Robert's background check was completed, and he was released from his job. The CCEN staff met with him to assist in his response to H.R. Three days later, he was reinstated to his position.

Robert performed well and was well-liked by his co-workers. In February 2023, he received notice that the vaccination centers were closing. Around the same time, he was released from Probation. "It feels like everyone is leaving me at once," he said. As a client of the Reentry Office, he was recommended to request a referral to Catholic Charities. He followed the recommendation and was enrolled in the Right Directions Program.

Meanwhile, he applied for an extra help position for VMC until the SCC would have him work at the Fairgrounds warehouse. In May 2023, Robert started Janitorial training at VMC. He took the graveyard shift and welcomed the chance to clean any hospital ward he was assigned. He continued to receive encouragement from Ms. Taylor, from the San Jose Reentry Center staff member, and CCEN staff.

Robert graduated this past November. CCEN is confident that if offered a permanent position, he will thrive.

COUNTY REALIGNMENT SUCCESS

In February of 2012, the County opened the Reentry Resource Center (RRC) in San Jose which now serves as the hub of the Adult Reentry Network. In January 2019, DRS established a new database. Since then in just under 5 years, 13,600 unique individuals have registered as reentry clients and have been served over the course of 86,000 visits. The RRC utilizes a "one-stop-shop" model; the DRS partners with County agencies and contractors, which collaborate together under one roof, to provide those recently released from custody with streamlined access to resources.

The RRC model facilitates a needs-based continuum of support designed to save costs by reducing recidivism and reliance on the incarceration of nonviolent, non-serious offenders. Assessing an offender's risk and needs and providing resources to meet those needs through strong partnerships across government agencies and community organizations, is critical to providing the most effective interventions and preserving public safety.

MISSION STREET RECOVERY STATION

The Mission Street Recovery Station (MSRS) at 151 West Mission Street, inside the Reentry Resource Center, accepts individuals experiencing a mental health crisis or under the influence of alcohol or other drugs. Local law enforcement, emergency medical services, and staff at the Santa Clara Valley Medical Center Emergency Department can refer non-violent individuals to the Station. Stays are voluntary and less than 24 hours, but participants can be referred to substance use treatment services, mental health services and other community programs, such as shelters and detoxification programs.

Participants can also complete a housing assessment and a MediCal application. The Station is open 24 hours a day, seven days a week and is a partnership between the County of Santa Clara Behavioral Health Services Department and the Office of Diversion and Reentry Services. Horizon Services Inc., a drug and alcohol prevention, treatment and recovery provider, contracts with the County and operates MSRS.

The goals of MSRS are to avoid unnecessary incarceration or hospitalization for individuals, reduce trauma to individuals experiencing crisis, increase public safety - officers return to duties sooner, and provide linkage to services and treatment. MSRS can also serve as a temporary one-night shelter for people releases from custody after-hours with nowhere to go.

Many individuals who are publicly inebriated and homeless or who are experiencing mental health crisis end up in our jails and emergency departments. This is not only traumatizing but it makes it difficult to access the substance use and mental health treatment they may need. The Station provides an alternative to jail for these individuals in the short term and can help connect them to longer term services. And having a safe, responsive place for law enforcement and emergency services staff to take these individuals, frees up those professionals for true medical and law enforcement emergencies.

Mental Health & Drug Admission Criteria

- At least 18 years of age
- Currently experiencing a mental health crisis
- May or may not be currently under the influence of substances
- Do not meet the criteria for a 5150 hold
- Voluntary
- Medically stable - no acute medical conditions
- Ambulatory
- Not combative or physically violent

Transportation: Trained health staff can pick up individuals in the field.

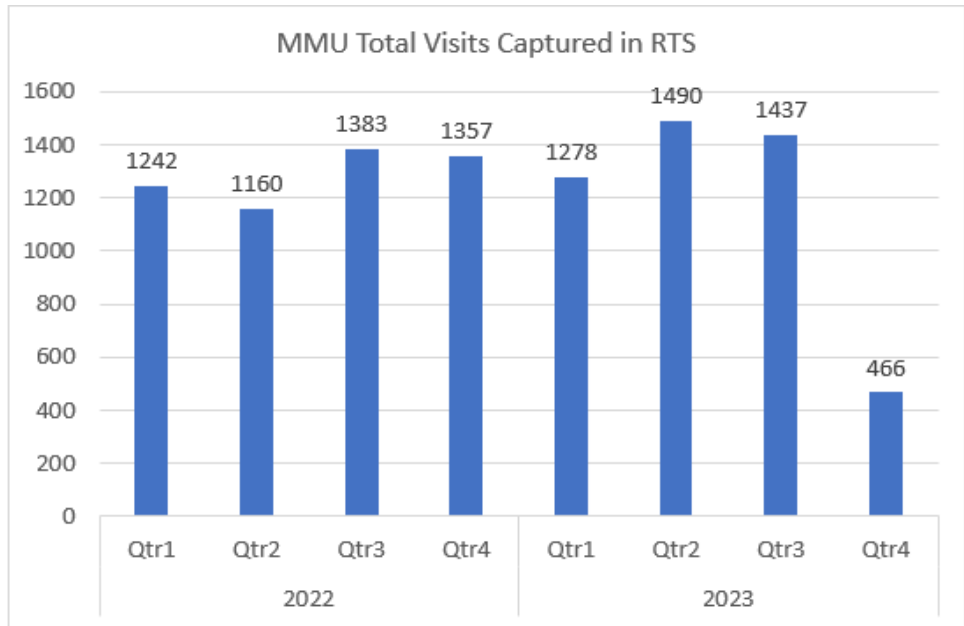
Update:

- ❖ As of November 20th, the center has served 3,545 distinct clients with over 6,710 admissions/visits
- ❖ So far this quarter, 101/289 (35%) referrals were law enforcement drop-offs, the most common were clinical referrals, there were a few people staying the night after being released from jail and our DUI pilot is picking up as well, bringing out LEA drop-offs closer to 40%.
- ❖ On November 13th, MSRS officially moved to its permanent location with full private ADA restrooms/showers and laundry. The new area has more room and will expand recliners as capacity increases.

MOBILE MEDICAL UNIT

From the start of the County's shelter-in-place order, the Medical Mobile Unit (MMU) has continued to serve reentry clients with healthcare, psychiatry, and other critical services. The MMU is part of the Santa Clara Valley Medical Center's Valley Homeless Healthcare Program. The MMU team works on a mobile bus which comes to the Reentry Resource Center currently on Monday mornings, Wednesday afternoons, and all-day Fridays. It provides medical and mental health care services to individuals recently released from prison or jail. Social workers also offer many social support services, like help with income, food, shelter, and transportation. Patients with complex needs can be paired with a Community Health Worker, who can work more intensively with patients to connect them to health and social services through outreach, educational, and advocacy efforts. The Reentry Mobile Medical Unit also offers psychiatry, counseling, nursing, and pharmacy services.

The MMU is still one of the most utilized services at the RRC and the RRC is their busiest location. They are recording well over 1,000 encounters per quarter that we capture in RTS, however these numbers are undercounted as many of the social worker/community health worker encounters are hard to track accurately as they are mobile and not always able to log everything. The medical doctors and psychiatrists see the most encounters overall, but the MMU employs Community health workers, MFTs, Nurses, Psychologists, and social workers and offers certain medications.



* Quarter 4 was still in progress at the time the data were captured.



REENTRY RISE UP & RUN VIRTUAL 5K

This year’s 5K run had the most in-person participants ever with 235 attending the event on Oct. 21st. When you add the virtual runners, the total is 284. The net amount for the event is \$20,501.26.

We want to continue buying clothes to provide to people leaving custody and reentry clients struggling in the community. The goal is to focus on dignity and comfort, especially seasonal-appropriate clothing. Another goal is to make the clothes as accessible as possible, and streamline the way we work with partners to request and provide clothing.

CONTINUOUS QUALITY IMPROVEMENT AND IMPLEMENTATION STRATEGIES

DRS implemented the two-year Adult Reentry Strategic Plan with the aim of further reducing recidivism rates and increasing public safety through evidence-based practices. Below are the plan's intended achievement in our criminal justice system and the achievements thus far:

- Maintaining a low jail population average of 2,000 individuals;

UPDATE: Upon implementation of the Two-Year Adult Reentry Strategic Plan, the jail population on July 1, 2022 was 2,634 (90% men; 10% women). After one year and three months since the adoption of the Strategic Plan, the jail population on October 1, 2023 was 2,984 (91% men; 9% women). This represented an increase of 350 individuals in jail between these two periods and an increase of 984 individuals over the stated goal of a low jail population average of 2,000 individuals.

- A decrease in the AB 109 targeted population's recidivism rate from 43% to 40%;

UPDATE: From October 2011 through December 2021, there were 9,405 individuals released under AB109. When looking at all releases since 2011, 48% committed at least one new misdemeanor or felony. Much of this recidivism were misdemeanors, not violent/serious crime, and was most commonly drug related. When only looking at recidivism for AB109 releases 2017-2021 to compare to October 2011-2016, the recidivism rate was about 38% (as of Dec 2021).

- Implementation of the Reentry Racial Equity Action Plan to address and reduce racial and ethnic disparities within the adult justice system;

UPDATE: DRS continues to collaborate with the Office of Diversity, Equity and Belonging (ODEB), the Office of Data Oversight, Management & Evaluation (ODOME) and County's Justice Departments to identify current publicly available data each department/agency is sharing; understand the data source and methodology for data collection; and identify common indicators across the County's justice system. These efforts will eventually develop a County Justice System Dashboard leveraging existing County's Open Data Portal efforts. Partner agencies remain committed to operationalize racial equity with data and attach solutions.

- Continue the increase of 70% of clients receiving AB 109 funded employment supported services retain their jobs for more than a year; and

UPDATE: During the FY2022-23 period:

- 142 enrolled in Probation's contract with CEO of which 46 clients retained employment for at least 90 days and 16 out of 46 (35%) clients retaining their job for at least one year
- 269 formerly incarcerated clients have taken job readiness and life skills classes with Goodwill of which a total of 135 clients were placed into permanent employment, and by the end of the fiscal year, 79 clients had retained their job for at least 90 days, 77 clients had retained their employment at least 180 days, and 41 had retained employment for at least one year;

- 125 clients enrolled into vocational counseling/job placement assistance of which 75 clients placed into permanent jobs through Catholic Charities, of which 36 retained their job for at least 30 days and 17 retained their job at least 180 days.
- Continue the increase of 60% of clients receiving AB 109 funded mental health and/or substance use treatment successfully complete programming.

UPDATE: Overall, the success rate of AB 109 funded mental health and/or substance use treatment successfully complete programming was 65%.

RACIAL EQUITY ACTION PLAN/GARE EFFORTS

In 2019, the Office of Reentry Services joined other participating County Departments in a training year cohort with the Government Alliance on Race and Equity (GARE) to learn how to implement GARE’s framework advancing racial equity efforts in local governments. This framework assists local government jurisdictions to:

- Normalize conversations about race to build a shared understanding;
- Operationalize application of racial equity tools to guide the development, implementation, and evaluation of policies, initiatives, programs, and budget to address the impacts of racial equity; and
- Organize efforts to shift institutional culture and practice by implementing a county-wide racial equity strategy.

On August 16, 2023, Re-Entry Network (REN) received a report from DRS relating to participation in the Government Alliance on Race and Equity efforts and updates on the Reentry Equity Action Plan. The following is a summary of updates on the objectives and the initial workplan during the Fiscal Year 2022-23 period:

Objective 1: Identify and Validate – analytically and visually portray local impact of systemic racism with a focus on justice institutions:

This objective will focus on identifying racial disparities within Santa Clara County justice institutions and local populations and publicly address the disparities while committing to address them. To accomplish this task, DRS drafted on behalf of the Reentry REAL Team, a dashboard to visualize key issues and disaggregate data by race.

UPDATE: DRS continues to collaborate with the Office of Diversity, Equity and Belonging (ODEB), the Office of Data Oversight, Management & Evaluation (ODOME) and County’s Justice Departments to identify current publicly available data each department/agency is sharing; understand the data source and methodology for data collection; and identify common indicators across the County’s justice system. These efforts will eventually develop a County Justice System Dashboard leveraging existing County’s

Open Data Portal efforts. Partner agencies remain committed to operationalize racial equity with data and attach solutions.

Objective 2: Increase Awareness and Understanding – bring awareness to the issues and existing reentry resources to both staff and clients:

This objective will capitalize on the uniqueness of the Reentry Resource Centers where an intersection of interdisciplinary County departments and community-based organizations' staff collaborate. A focus will be to normalize conversations about race through trainings, educational opportunities, and community dialogues to learn the history of systemic racism caused by government systems, mass incarceration and confinements, and identify existing policies and procedures that perpetuate harmful results to reentry clients. DRS will be intentional to invite former clients and members of the Reentry LEAB to highlight local experiences of racial injustices. Additionally, DRS will establish a formal forum for local direct service staff, such as peer support workers, community workers and case managers who often themselves have lived experience with a lifetime of systemic oppression and generational impacts of trauma.

UPDATE: DRS hosted several community-led conversations to educate and bring awareness and understanding of the historical context of racial injustice as it pertains to the justice-involved community. On May 12, 2023, DRS hosted a documentary screening and community discussion of Soul of America at the San Jose RRC. DRS continues to add to its ongoing project titled "Unscripted: Reentry Stories of Opportunity, Perseverance and Healing", a series of recorded conversations between Reentry support staff and former clients. This dialogue demonstrates the power of storytelling to break down barriers and reveal commonality and inspire others hearing first-hand how Reentry services provide life-changing opportunities.

Objective 3: Improve Access – identify ways to streamline and increase access to services:

The Reentry Racial Equity Action Plan strives to implement policy, process, program evaluation and development from a racial equity lens in order to streamline access to services. programs.

UPDATE: In late August 2022, the Board of Supervisors approved the expansion of DRS and formalized the Reentry County Employment Opportunity Program by adding four permanent community workers with lived experience to work at the Reentry Resource Centers. In September 2022, DRS established an Employment Support Unclassified Program (ESUP) application process in collaboration with the Employee Services Agency. Qualified reentry jobseekers can apply for various entry-level County positions, such as community workers, in unclassified status. As of June 30, 2023, 42 applications were submitted and approved by DRS staff. DRS will have hired and onboarded 3 ESUP community workers.

In addition to providing job placements at various sites in county government, DRS contractors have hired individuals with lived experience as part of their programs. As of July 1, 2023, the 18 DRS contracts created 99 FTE positions, of which 28 (28%) are held by individuals with lived experience. In comparison to FY2020-21, DRS had 13 contracts that created 52 FTE positions, of which 12 (23%) are held by individuals with lived experience. In May 2023, DRS launched a partnership with ESO Ventures, an entrepreneurial

support organization that provides the confidence, competence, and capital for any black or brown person to become a successful entrepreneur.

Objective 4: Partner with Communities – collaborate with other organizations to eliminate racial disparities:

Additionally, DRS will leverage existing partnerships created by the Division of Equity and Social Justice to build a foundation of trust with various systematically impacted communities. As DRS prepares a ten-year AB 109/Reentry report reflecting how far the County has come and highlight the vision for the future, DRS will engage key stakeholders to identify opportunities to serve reentry clients while eliminating racial disparities.

UPDATE: DRS partners with ODEB's Community of Practice group once per month to support both the Reentry and Countywide Racial Equity efforts. On September 16, 2022, DRS presented at the Beyond the Bench Conference along with ODEB, Behavioral Health Services, Public Health, and Probation to share the County's collective Racial Equity work. DRS was a planning partner for the High Promise Families Conference in October 2022 in collaboration with the County Executive Office, Probation and Building Peaceful Families to provide resources and workshops for justice-involved individuals and their family members, with a focus on their children. DRS initiated plans to work closely with the Faith-Based Collaborative to enhance and expand current service navigation services that will reduce the number of clients' children entering the criminal justice system

DEFINING SUCCESS

To create a mutual understanding of successful completion, County partners have defined success.

Behavioral Health Services defined completion of treatment as the following:

- For Mental Health Treatment – A client who has achieved their goals such as behavioral wellness and/or received a clinical change in needs to another level of care completion of treatment is identified as a successful discharge.
- For Substance Use Treatment – A client who has completed a substance use treatment service is either referred to another treatment service or not referred and finishes their current treatment program. The client is available to complete the discharge interview either in person as planned or by treatment provider contacting the client by telephone.

Probation defines success as successful completion of supervision and no new law violations.

MEASURING SUCCESS

Success is measured as preventing crime and reducing recidivism rates, expanding resource offerings, increasing rates of completion, or increasing service linkage. The overall definition of success pertains to the Reentry Network progressing along its goals. Success is rooted in the ability to help the client as well as the client's ability to help him or herself. Each step taken to become more efficient, more effective, and

more present in the community is a success whether that pertains to a single program reporting positive outcomes or a large-scale reduction in recidivism.

CHALLENGES

Despite making significant progress in how reentry clients are served in custody and post-release, much room for improvement and many challenges remain. Santa Clara County is a particularly challenging environment to assist members of our community with limited economic/social capital. Due to having one of the highest costs of living in the United States, helping clients find gainful employment and long term housing is more difficult compared to other jurisdictions. Combined with the large population, consequently, every dollar spent has less impact. Many times, clients do everything right after their release and remain homeless for long periods of time despite being employed and sober. The impacts of COVID-19 have further exacerbated these challenges, creating bottlenecks in resources that were already limited to begin with.

GOALS AND OBJECTIVES MOVING FORWARD

The Two-Year Adult Reentry Strategic Implementation Plan FY2022-24 lays out a client centered approach to improving the County's system of services, supports, and supervision that is the mission of the Re-Entry Network (REN). This client-centered approach identifies four key goals, with fifteen paradigms or objectives, supported and monitored by four workgroups that will aspire to create an innovative criminal justice system. Implementation of this plan is dependent on the continued leadership and collaboration of County departments, community providers, partners, stakeholders, activists, formerly incarcerated individuals, and their families.

GOAL ONE: SERVE THE CLIENT

To ensure safe and adequate housing, living wage employment, and individual case planning and system navigation for reentry clients.

Objectives:

1. Increase housing capacity for expedient placement in short-term housing
2. Clients can obtain and maintain living wage jobs
3. Clients feel respected and empowered in the workplace, and do not feel that their relationships with their employers are affected by supervision requirements
4. Each client fills out and retains a transition plan that is implemented before release
5. Direct services staff are equipped to gain an in-depth understanding of each client's needs

Desired Outcomes:

- Housing assessment/coordination prior to release for homeless reentry clients.

- Clients will receive assistance with immediate legal issues that may hinder their reentry (ex. ID's or child support)
- Clients maintain living wage jobs for at least 1 year after release
- Clients self-sufficiency score improves over 9-12-month period

GOAL TWO: STRENGTHEN COLLABORATION

To define and scale the transition discharge process in a way that sets clients up for success in reentry.

Objectives:

1. Every individual employee in every county agency understands the services rendered in their department and others
2. All clients understand what services are available to them and why they may be beneficial
3. Any employee in any department (with permission) can look up what services have been offered to a specific client and what permissions a Release of Information (ROI) grants
4. Agencies that can mitigate issues for the client have direct contact with other agencies that can provide the needed services
5. County employees understand the work and objective of other departments, are empowered to support them in achieving those objectives where appropriate and can coordinate easily using well-integrated systems
6. Leverage and coordinate existing County and community resources to optimize the way clients access services and navigate through multiple agencies

Desired Outcomes:

- Less-serious offenders will spend less time in custody and can maintain familial relationships
- Over the course of supervision clients will learn/grow in a community environment
- Easier transition and community intervention will better prevent recidivism/poor choices

GOAL THREE: SUSTAIN PUBLIC SAFETY

To validate findings and provide insight into where public safety could be at risk and offer solutions to ensure public safety would not be jeopardized

Objective:

1. Custody is used as a last resort, and the primary goals of rendering consequences for crimes are rehabilitation and self-sufficiency while maintaining public safety as the highest priority

Desired Outcomes:

- Coordinated pre-release assessment and access to reentry services uniform assessment tool to plan reentry services prior to release

GOAL FOUR: STEWARD OPERATIONAL EXCELLENCE

To expand and improve data collection and data enterprise within the Reentry Network, to enhance the

evaluation of reentry programs and initiatives and enhancements to data processes/infrastructure lead to more effective/streamlined efforts

Objectives:

1. The County will evaluate offerings using more measures than recidivism alone
2. Across all departments and services, we collect holistic and uniform data points
3. The county has a holistic picture of strengths and weaknesses among Reentry programs and initiatives

Desired Outcomes:

- Agreements will be in place that allow required data to be captured and shared
- Systems will be built around data enterprise and continuum across system

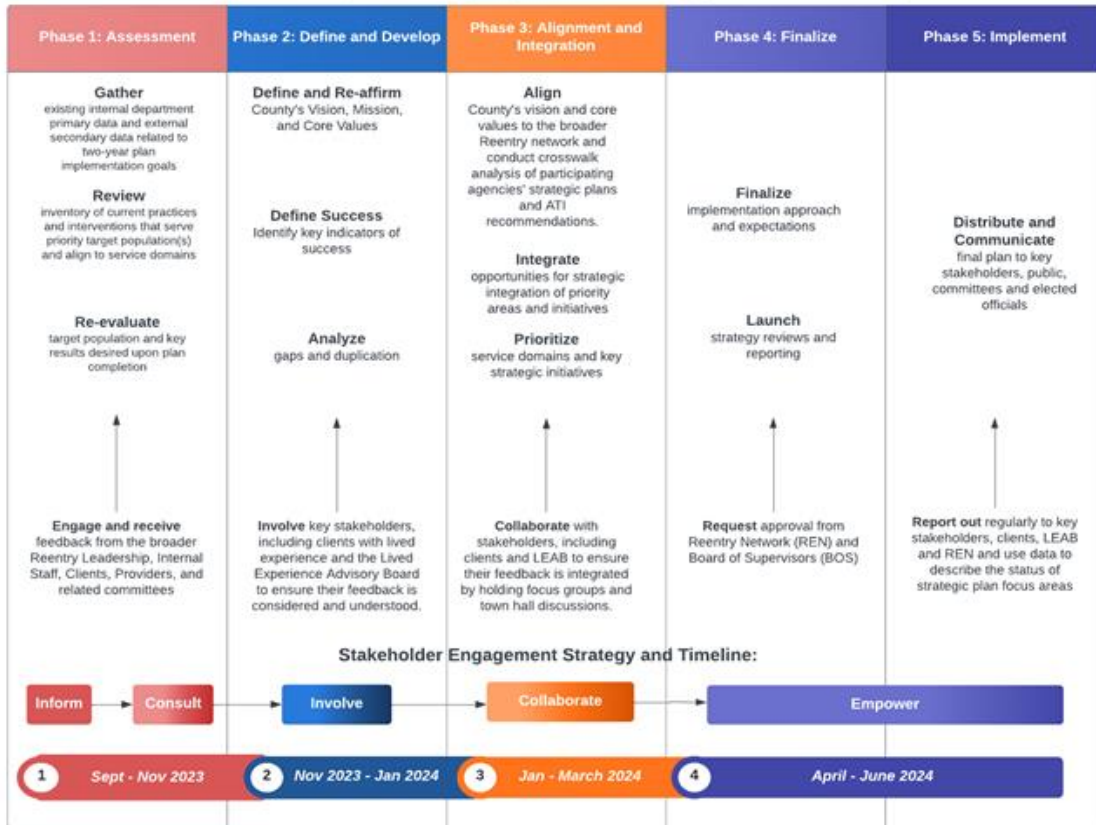
NEXT STEPS TO RENEW OR PREPARE A NEW STRATEGIC PLAN

In anticipation of June 30, 2024, DRS, with guidance from REN, will implement the following tasks:

- Create a new Justice-Reentry plan considering the Countywide Strategic Framework, incorporating the 10-year AB 109 report's recommendations, analyze county agencies' strategic plans, and aligning the recommendations and strategies from the Alternatives to Incarceration (ATI) Workgroup Recommendations Implementation Plan;
- Prepare a survey for Lived Experience Advisory Board (LEAB), Community Corrections Partnership (CCP), Re-Entry Network (REN) and Public Safety and Justice Committee (PSJC) stakeholders to share their objectives and outcomes focusing on client services, jail reduction programs, and community engagement as part of an updated Strategic Plan; or
- Direct staff to engage a consultant to prepare a new Strategic Plan.

In September 2023, DRS began initiating a comprehensive review and update to the Two-Year Plan (FY22-23) Adult Reentry Strategic Implementation Plan. Using race-equity principles, a gender-responsive lens, and a collaborative framework, our hope is to engage our reentry partners more deeply in the process of reviewing and updating our collective goals and alignment of our strategic outcomes. DRS will intentionally integrate the ATI recommendations as a key pillar in the update process. These process steps are illustrated in the chart below, Framework for Two-Year Implementation Plan Update:

Office of Diversion and Reentry Services (DRS) Framework to update Two-Year Implementation Plan



APPENDICES

APPENDIX A: RE-ENTRY NETWORK GOVERNANCE TEAM

Cindy Chavez, County Board Supervisor, District 2 and Chair, Reentry Network

Rob Jonsen, County Sheriff and Co-Chair, Reentry Network

Kenneth Binder, County Undersheriff, Alternate

Cora Tomalinas, Community/Faith Leader and Co-Chair of the Reentry Network

Theodore Zayner, Presiding Judge, County of Santa Clara Superior Court

Kasey Halcon, Deputy County Executive

Laura Garnette, Chief, Probation Department

Nick Birchard, Assistant Chief Probation Officer, Alternate

Sara H. Cody, MD, Director, Public Health Department

Rhonda McClinton-Brown, Branch Director, Healthy Communities, Alternate

Maya Esparza, Representative, City of San Jose Mayor's Gang Prevention Task Force

Molly O'Neal, Public Defender

Damon Silver, Assistant Public Defender,
Alternate

Jeffrey F. Rosen, District Attorney

David Angel, Assistant District Attorney,
Alternate

Pat Nikolai, Chief of Police, City of Santa Clara

Dan Winter, Santa Clara County Police Chief's
Association, Alternate

Robert Menicocci, Director of Social Services
Agency

Angela Shing, Director, Employment and
Benefits Services, Alternate

Sherr Terao, Director, Behavioral Health
Services Department

John P. Mills, Director, Employee Services
Agency

Dr Mary Ann Dewan, Superintendent of County
Office of Education

Steve Olmos, Representative, County Office of
Education, Alternate

Pablo Gaxiola, Reentry Program Manager
Goodwill of Silicon Valley & formerly involved
with the criminal justice system

Matthew Fisk, Director of Pretrial Release
Services

Michaelene Reagan, Assistant Director, Pretrial
Services, Alternate

Greta Hansen, County Chief Operating Officer

Ky Le, Deputy County Executive, Alternate

Erin O'Brien, Representative from Community
Based Organizations

Rose Amador-LeBeau, Representative from
Community Based Organizations

Cauhcihuatl Trinidad, Representative from
Community Based Organization, Alternate

Anthony Williams, Senior Pastor, Maranatha
Christian Center

David Robinson, Faith-Based Reentry
Collaborative, Alternate

Christine Clifford, community member

Stephen Manley, Santa Clara County Superior
Court Judge

Consuelo Hernandez, Director, Office of
Supportive Housing

Eureka Daye, Director, Custody Health Services

Anu Perumattam, QI Manager, Acute Psych
Services, Alternate

Mary Crocker Cook, ADS Program Coordinator,
San Jose City College

Wesley Mukoyama, Representative, Behavioral
Health Board, Alternate

Kishan Vujjeni, Representative, South Bay
Consortium for Adult Education

Giuliana Brahim, Representative, South Bay
Consortium for Adult Education, Alternate

Bruce Copley, Director of Alcohol and Drug
Services

Anthony J Mata, Chief of Police, City of San Jose

Paul Joseph, San Jose Police Department,
Alternate

Vacant, District Attorney's Office Victim
Services

Kyong Miranda, Individual formerly involved in
the criminal justice system

Susan Ellenberg, County Board Supervisor,
District 4

Todd Kendrick, Sheriff's Correctional Sergeant

APPENDIX B: SAMPLE PROBATION QUARTERLY REPORTS

Post Release Community Supervision Fact Sheet

Public Safety Realignment (AB109) established a population of Post Release Community Supervision (PRCS) clients. PRCS clients are supervised by county probation departments upon their release from state prison. Prior to AB109, PRCS clients were supervised by state parole.



Individuals Under Supervision: 491

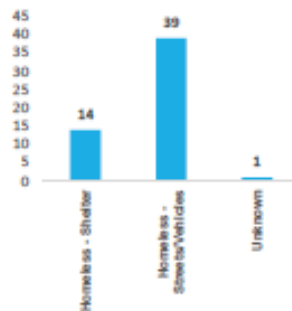
(Clients on Bench Warrant are excluded from this report)



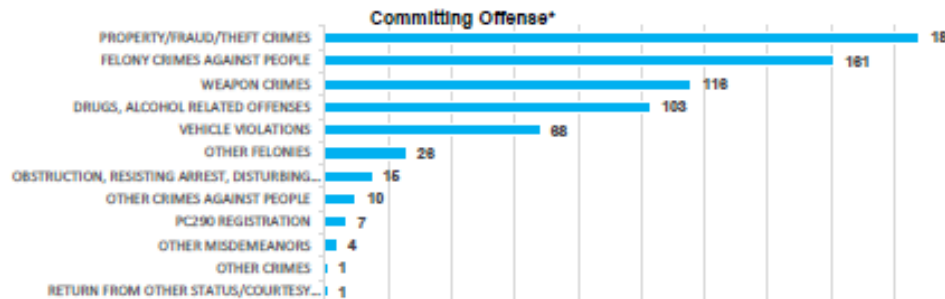
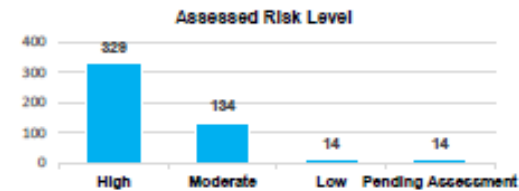
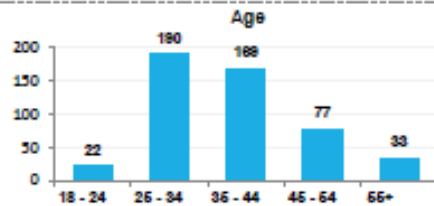
PC290 Registrants: 17

City	# of Clients
Campbell	4
Gilroy	18
In Custody	169
INS Deported	1
Los Gatos	3
Milpitas	5
Morgan Hill	4
Mountain View	5
Out of County	16
San Jose	181
Santa Clara	11
Sunnyvale	12
Transient	54
Unknown	8
TOTAL	491

Transient Residence Type



Ethnicity	Male	Female	#	%
AMERICAN INDIAN	4	0	4	1%
ASIAN INDIAN	1	0	1	0%
BLACK	54	2	56	11%
CAUCASIAN	83	5	88	18%
FILIPINO	5	0	5	1%
HISPANIC	290	14	304	62%
KOREAN	1	0	1	0%
OTHER	8	1	9	2%
OTHER ASIAN	10	1	11	2%
PACIFIC ISLANDER	2	0	2	0%
Unknown	1	0	1	0%
VIETNAMESE	7	2	9	2%
TOTAL	466	25	491	100%



* If a client has two Drug related and three Property crimes as committing offenses, they will be counted once under Drugs, Alcohol Related Offenses and once under Property Crimes.

Post Release Community Supervision Source			
PRCS cases received by County of Santa Clara Probation Dept.	April	May	June
Total CDCR	20	17	14
Total DAPO	12	16	10
Total Transfers	1	2	1
Total Cases	33	35	25
% of CDCR Cases	61%	49%	56%
% of DAPO Cases	36%	46%	40%
% of Transfers	3%	6%	4%
Average Release Lead Time from CDCR	91	105	68
Median Release Time from CDCR	98	73	76

Mandatory Supervision Fact Sheet

Public Safety Realignment (AB109) established a population of Mandatory Supervision (MS) clients. MS clients receive a "split" sentence, meaning a portion of their time is completed in local custody, with the remaining balance spent in the community under probation supervision.



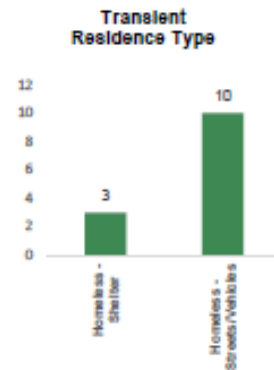
Individuals Under Supervision: 112

(Clients on Bench Warrant are excluded from this report)

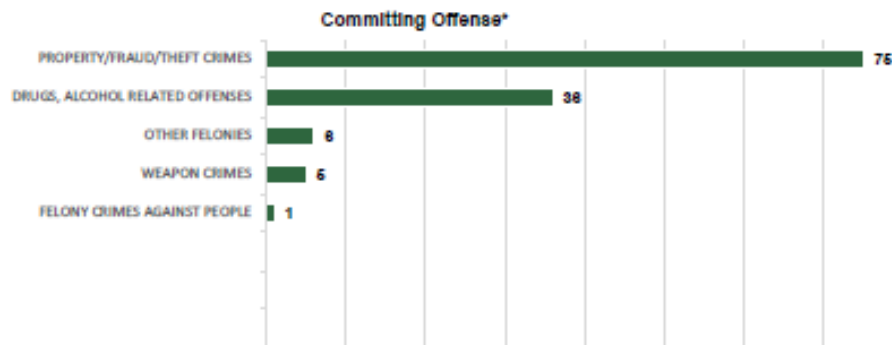
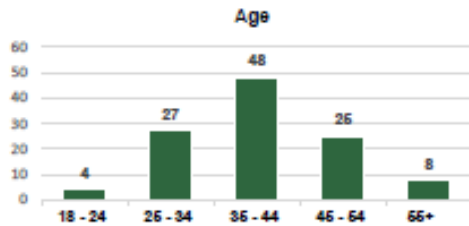


PC290 Registrants: 1

City	# of Clients
Campbell	3
Gilroy	2
In Custody	19
Milpitas	1
Morgan Hill	3
Out of County	5
San Jose	52
Santa Clara	5
Sunnyvale	4
Transient	13
Unknown	5
Total	112



Ethnicity	Male	Female	#	%
ASIAN INDIAN	1	0	1	1%
BLACK	6	1	7	6%
CAUCASIAN	21	7	28	25%
CHINESE	1	0	1	1%
FILIPINO		1	1	1%
HISPANIC	49	13	62	55%
KOREAN	1	0	1	1%
OTHER	3	0	3	3%
OTHER ASIAN	3	0	3	3%
PACIFIC ISLANDER	1	0	1	1%
VIETNAMESE	2	2	4	4%
Total	88	24	112	100%



* If a client has two Drug related and three Property crimes as committing offenses, they will be counted once under Drugs, Alcohol Related Offenses and once under Property Crimes.