

MEETING DATE: January 17, 2019

AGENDA ITEM: C

TO: BSCC Chair and Members

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SUBJECT: Standards and Training for Corrections - Training Standards Revisions **Requesting Approval**

Summary

BSCC staff is requesting approval of revisions to minimum training standards for entry-level local corrections classifications after a comprehensive study of current needs by the Board's Executive Steering Committee. Staff also seeks approval to proceed with the related regulation revision process in accordance with the Administrative Procedures Act.

Background

Since Public Safety Realignment in 2011, local corrections and probation officers have been dealing with more complex populations of criminal justice-involved individuals. Local jails now house felons serving sentences that previously would have mandated state prison time. The number of mentally ill people in jails has increased, and probation officers are supervising and arranging suitable treatment and programming for individuals who were previously the responsibility of state parole agents. With these new complex populations, the duties of corrections and probation officers have changed.

Pursuant to Penal Code section 6035, the Board of State and Community Corrections is required to establish and periodically amend minimum standards for the training of local corrections and probation officers. The Board directed staff to conduct a review and revision of those standards under the leadership of an ESC chaired by Board Member and Nevada County Probation Chief Michael Ertola.

To assess the current need, the BSCC conducted a comprehensive survey to determine in which ways the knowledge, skills and abilities of local corrections and probation officers had adapted to handle the new population serving time under local supervision. The results informed a comprehensive look at the BSCC's core training program.

Since August 2016 and under the direction of the ESC, 17 workgroups of subject-matter experts met to review and make recommendations for changes to the core training program. The workgroups included more than 200 entry-level, supervisor, manager and administrators from 53 of California's 58 counties. They were representative of the diversity of the state in location, size, and processes of correctional agencies and included:

- 82 participants from Sheriff's Departments,
- 137 participants from Probation Departments for both juvenile and adult,

- 3 participants from Police Departments that operate a jail, and
- 8 participants from private training providers (includes CA Community Colleges).

The workgroups completed a comprehensive review and revision of all core training programs for Adult Corrections Officer, Juvenile Corrections Officer, and Probation Officer that produced:

- A reorganization of training content
- Rewritten and clarified existing performance objectives
- Reduced instructional time for some content
- An elimination of training content that no longer was necessary or where local policies varied too widely to support standard training
- Development of new classes and/or performance objectives to address training gaps
- Removal of the structured order of core training and adoption of the college model of prerequisites to provide greater flexibility in delivering training
- Creation of instructor/student ratio guidelines to provide testing and instructional time flexibility within Defensive Tactics
- Inclusion of PREA training concepts into core training
- Development of a greatly expanded Behavioral Health Module
- Development of transfer academies to facilitate transfers between classifications
- Development of tools for Supervisors to reinforce core training on the job

The workgroup recommendations were further vetted with the California State Sheriffs Association (Attachment 1) and the Chief Probation Officers of California to ensure operational feasibility. On December 10, 2018, the workgroup recommendations were presented to the Executive Steering Committee, which approved them.

ESC Recommendations

Core Academy Revisions (Attachment C-2)

The ESC recommended content and instructional time changes to the ACO, PO and JCO core training that must be completed within one year of hire. The changes reflect a comprehensive review that included the removal of content that was no longer applicable or where local policies differed too greatly to support a standard training, the reduction of training time where appropriate, and the addition of new classes on social media, sexual assault, gender identity, behavioral health, and evidence-based practices (ACO and JCO). The proposed hours for core training are:

- JCO = 168 hours (8-hour net increase)
- PO = 189 hours (7-hour net decrease)
- ACO = 187 hours (11-hour net increase)
- ACO Supplemental = 79 hours (23-hour net increase)

Transfer Academies (Attachment C-3)

The ESC recommends new transfer academies so that staff will no longer have to complete a full academy for a new job if they already have completed a core academy. The transfer

academies eliminate the cost and time of staff repeating entry-level training that already was completed in another job. The proposed hours for the ESC-recommended transfer academies are:

- PO to JCO academy = 55 hours
- JCO to PO academy = 69 hours
- ACO to PO academy = 74 hours
- PO to ACO academy = 59 hours
- ACO to JCO OJT module = 10 hours
- JCO to ACO OJT module = 7 hours

Core Training Reinforcement (On-The-Job) Tool (Sample form - Attachment C-4)

The ESC recommends tools to help Supervisors reinforce core training on the job. These tools are optional and will be made available for free to agencies that wish to use them. The tools are designed to bridge the gap between classroom training and on-the-job performance.

Behavioral Health Unit (Attachment C-5)

The ESC recommends that BSCC design the lesson plan for the expanded Behavioral Health core training module to standardize its content and delivery. Lesson plans and testing materials will be provided for use in all cores and can be used as annual training. The unit includes the following new classes:

- Trauma
- Interventions, Resources, and Referrals
- Stigma and Bias
- Liability
- Safety
- Emotional Survival

Timeline and Next Steps

Upon approval of the Board, the new standards will be effective on July 1, 2020. This provides an 18-month implementation period for agencies to develop new curriculum and redesign their academies. It also provides time to revise the Title 15 regulations pertaining to STC core training standards to reflect the new standards (Attachment 6). At any time during the implementation period, agencies can voluntarily comply with the new standard.

Recommendation/Action Needed

1. Staff requests Board approval of the ESC's recommendations for:
 - a. revised entry level Juvenile Corrections Officer (JCO), Probation Officer (PO), Adult Corrections Officer (ACO), and Supplemental ACO Core Academies,
 - b. transfer academies for staff transferring between the JCO, PO, and/or ACO classifications,
 - c. Core Reinforcement Training (On-The-Job) Guidelines for agencies to use at their discretion to reinforce core training on the job.

- d. A BSCC-developed lesson plan for the expanded Behavioral Health Module to be provided freely to local agencies
2. Staff requests approval to revise the minimum standards for training in Title 15 of The California Code of Regulations and begin the regulation revision process as required by the Administrative Procedures Act.

Attachments

- C-1: CSSA Letter of Support.
- C-2: Core Academy Training Outlines
- C-3: Transfer Academy Training Outlines
- C-4: Sample Core Reinforcement Training Tool
- C-5: Behavioral Health Module Outline
- C-6: Proposed regulation revisions to Title 15