



## **Broad River Road Complex (BRRC) Improvements**

### **October 25, 2016**

#### **Juvenile Discipline**

**Accountability** – The disciplinary system was completely overhauled and a comprehensive, progressive behavior management system established. Among the enhancements are the Disciplinary Hearing Process (DHP) and the multi-tiered housing concept. The DHP is an informal process employing disciplinary hearing officers to address serious misconduct. Multi-tiered Housing is a continuum of residential options ranging from highly secure environments for the most aggressive youth to an honor dorm for the most well behaved youth.

#### **Physical Security**

**Crisis Management Unit (CMU)** – Reopened on April 19, 2016. Security enhancements include the installation of a perimeter fence, engaged control room and the installation of new cameras for improved surveillance. CMU is housed within Laurel. All unit repairs are complete.

**Girls Transition Home (T-Home)** – Reopened on April 4, 2016. A perimeter fence was installed for added security. All unit repairs are complete.

**Dormitories** – Lexan break-resistant windows and tamper-resistant furniture, sinks, TV enclosures, electrical and water fixtures are installed in the dorms. Razor wire is installed in the dorm courtyard roofline. A perimeter fence is installed around the Holly dorm. Holly will be used for reorientation.

**General Campus Improvements** – Drain covers were reinforced, pole lights repaired, metal detectors installed at Birchwood High School and more surveillance cameras added for security and safety.

**New Search Policies** – Have been revised to include a more thorough search of all vehicles entering BRRC. Related policies include G-9.13 Gate Procedures, H-3.8 Search Procedures Policy and H-3.1 Control of Contraband.

**Contraband Control** – Family members visiting youth cannot bring anything into BRRC.

**Security Audit Complete** – The audit was performed by Correctional Consulting Services, LLC. Recommendations deemed feasible and appropriate are being implemented. Approximately 52% of the recommendations are complete.

#### **Staffing and Staff Training**

**Key Staff Trained** – The National Institute of Corrections trained staff to be professional security auditors. Security staff have been trained in Stress Prevention Management, Motivational Interviewing, Crisis Intervention, Juvenile Behavior Management and Trauma Sensitivity.

## **BRRC Improvements**

**Special Response Team (SRT) and Security Equipment** – Additional security measures have been implemented to include a tactical response team and specialized security equipment (shields, helmets, padded uniforms, goggles) for security staff. An SRT was established to rapidly deal with major disturbances at BRRC. Security staff were issued ear communication pieces as an added precaution.

**OC Pepper Spray** – Sixteen class one police officers are certified to use OC Pepper Spray.

**Key Positions filled** – Freddie Pough, formerly with SLED, is the permanent Deputy Director for the Office of Inspector General (OIG). Other key hires include the Police Chief and Gang Coordinator. The OIG is in the process of hiring two School Resource Officers for Birchwood School. Two additional Gang Coordinator positions have been approved.

**Recruitment** – Human Resources implemented an aggressive plan to recruit teachers and officers. All security staff positions have been filled.

**Uniform Dress Standards** – Uniform standards were revised in an effort to distinguish supervisors from officers. Supervisory staff were issued white shirts/badges. Officers received blue shirts/badges.

**Surveyed Staff** – In a survey of security staff, 55% of the respondents expressed satisfaction with the 12 hour shift. A second survey is being conducted to assess the impact of recent changes on staff perceptions around personal safety.

**Additional Evening Staffing and Shift Differential** – Increased the number of security and supervisory personnel on-duty during the evening shift. Correctional staff working evenings or nights receive a shift differential payment of an additional \$1.00 to \$1.25 per hour. Additionally, the legislature approved \$1500 annualized salary increases for correctional officers effective June 2, 2016.

## **Improved Treatment, Support, Cooperation, and Communication**

**Collaboration with DMH and DHHS** – DJJ continues to collaborate with child serving agencies to improve services with a goal of improving service coordination processes for shared populations and ensuring the availability of appropriate residential options for the Seriously Mentally Ill juveniles at DJJ. DJJ is contributing \$300,000 to expand an evidence-based program, Multisystemic Therapy, in two DMH community mental health centers.

**Cooperation with SLED/SCDC on Anti-Gang Efforts** – DJJ is partnering with gang intervention experts to help combat gangs at BRRC and gang training of school staff has been conducted.

**Expanded Clinical Coverage** – Clinical coverage is available after 5:00 PM as of March 1, 2016.

**Tipline and Suggestion Boxes Installed** – Staff now can anonymously report incidents/suggestions.

**Aggression Replacement Training (ART) and Cognitive Behavioral Therapy** – DJJ is implementing two interventions that have been proven effective in rehabilitating juvenile offenders, Aggression Replacement Training (ART) and Cognitive Behavioral Therapy (CBT). ART is classified as a model program by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) and recognized by the National Gang Center as an effective gang prevention and intervention program.