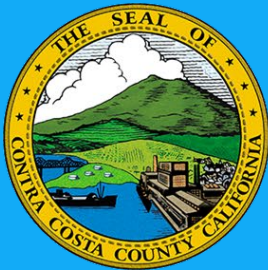


Policing the Teen Brain

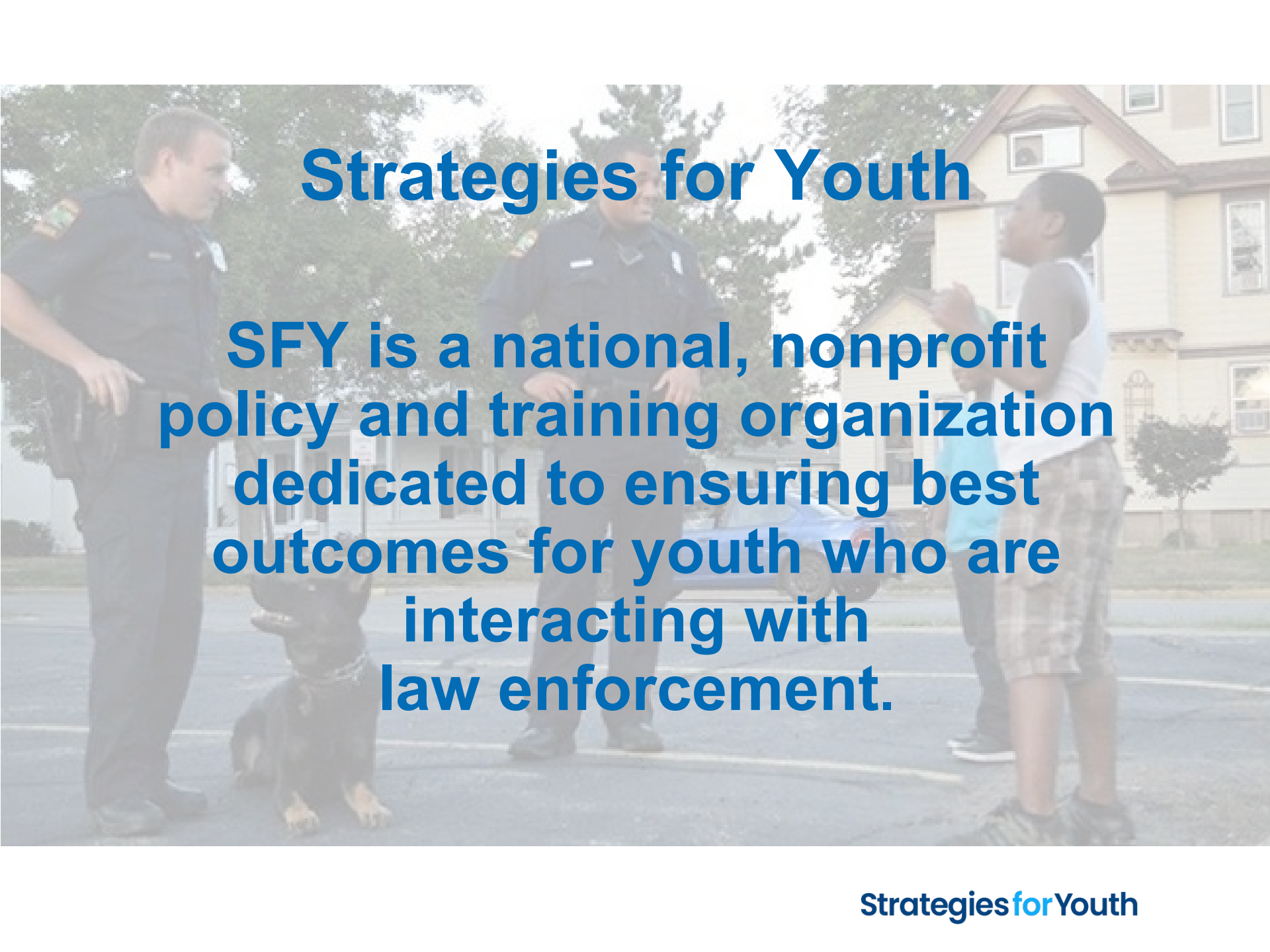
Contra Costa
County

Project Update 2026



CONTRA COSTA
COUNTY, CALIFORNIA

StrategiesforYouth

The background image shows two police officers in dark uniforms standing in a residential neighborhood. A young boy in a white tank top and patterned shorts is talking to them. A black dog is sitting on the ground in the foreground. The scene is outdoors with houses and trees in the background.

Strategies for Youth

SFY is a national, nonprofit policy and training organization dedicated to ensuring best outcomes for youth who are interacting with law enforcement.

SFY's Mission is to Go Upstream



- To work with gatekeepers, to reduce arrests, escalation of incidents, use of force,
- Equip LEOs and LEAs to use developmentally appropriate practices,
- Educate youth.

4 Strategies

Training Law Enforcement
Policing the Teen Brain

Policies

12 Model LE Policies

Outreach to Youth

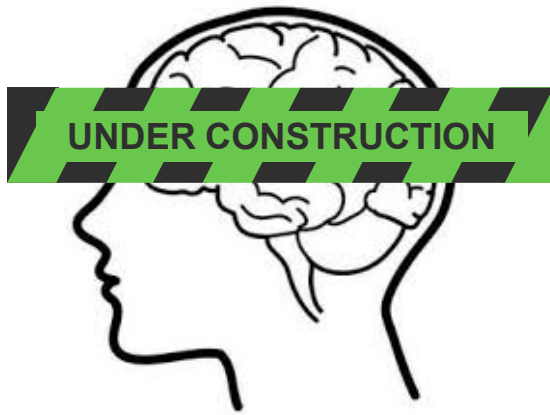
Juvenile Justice Jeopardy

Youth Services App

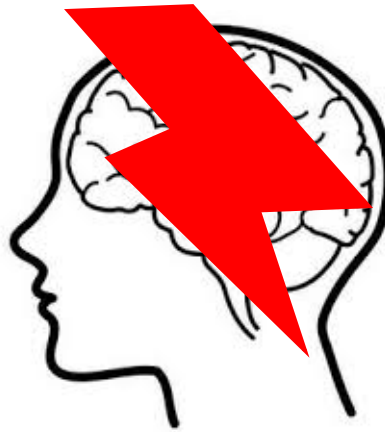
*Community resources in the
moment in the palm of an
officer's hand*



Teen Brains Are Still Developing



immature



reactive



uninformed

StrategiesforYouth

SFY Hired in 2023 to Provide Training

To support increased demand on **Probation** to work with youth:

SFY offers training for
Supervising the Teen Brain

To address ongoing racial disparities in **arrest rates**:

SFY offers training for
Policing the Teen Brain

SFY's Objectives for LE & Probation

Support Developmental Competence

- Developmentally Appropriate
- Trauma-Informed
- Equitable



Supervising the Teen Brain Training Agenda (STB)

DAY 1:

- Expectations of Probationers
- Normative Development & Exercises
- Trauma's Impacts on Youth
- Peeling the Onion:

DAY 2:

- Executive Functioning: Getting Youth from A to B
- Aligning Policy & Philosophy & Practices
- Rapport Building

JJJ for Youth on Probation

Probation Jeopardy



STB Successes & Challenges

SUCCESS:

- ✓ Great juvenile officers, great team
- ✓ Officers attend
- ✓ Positive response to training

CHALLENGES:

- Staff turnover
- Judges approach doesn't change

POSSIBILITIES:

Divide field and detention hall officers for separate trainings.

Policing the Teen Brain

Training Agenda

DAY 1: What's in the brain

1. The Teen Brain
2. Compromised Youth
3. Trauma & Youth



Day 2: What's around the brain

1. Demographics
2. Connecting Youth to YSCBOs
3. Juvenile Justice for LEOs
4. Asserting Authority Effectively
5. Trying It On For Size: Skits with CCC Youth

POST certification!!

BART

Contra Costa
County
Sheriff's
Office

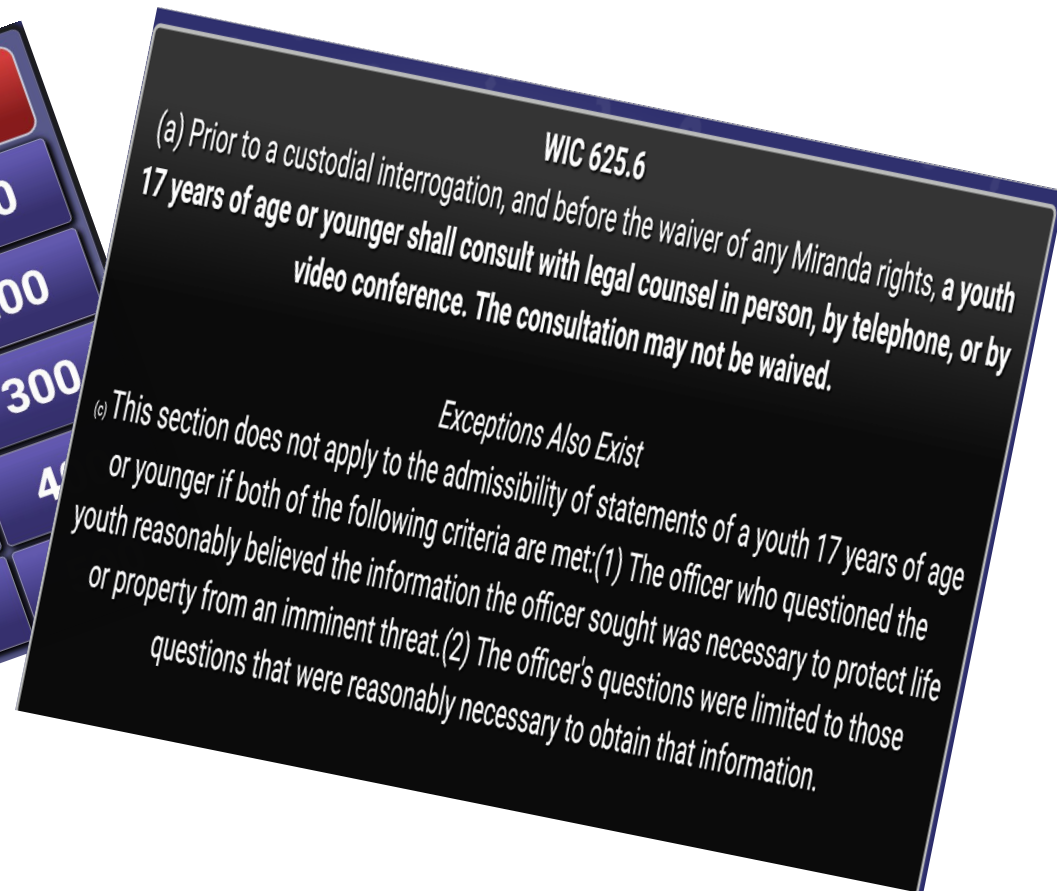
14 in-service
hours

International
Association of
Directors of
Law Enforcement
(IADLEST)
Certified



JJJ: Juvenile Law for LE

Juvenile Law for Officers



Involving Youth & CCC Youth Programs

Officers who are **bridges** to the services offered by the community:

- ✓ save time,
- ✓ Intervene earlier,
- ✓ reduce crises & FF,



Implementing *Policing the Teen Brain*™ Contra Costa County 2023 - 2026



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PTB Implementation Plan

Identify & train trainers from CCC SO & PDs



SFY Supports Officers Present PTB to their PDs



Ensure Continued, Independent Use of
SFY for of all CCC Officers

PTB: Successes & Challenges

SUCCESS:

- ✓ Positive response to PTB trainings
- ✓ Officers want to expand PTB to others & schools
- ✓ YSCBOs willing to attend and speak with Officers

CHALLENGES:

- Difficulty recruiting officers
- LEAs don't allow trained officers to train
- Difficulty recruiting youth to participate

Upcoming Coached Trainings: Come Observe CCC's Finest!

Sept. 15-16

Strategies for Youth

Policing the Teen Brain

understand behavior | improve outcomes | enhance safety



WHO: Law Enforcement Officers

WHEN: September 15 and 16, 2026
0800-1600 each day

WHERE: Probation Department
50 Douglas Drive
Martinez, CA 94553

NO COST TO ATTEND

[CLICK HERE TO REGISTER](#)

LEARNING OBJECTIVES:

- Best practices for policing youth
- Reduce conflict & increase officer safety
- Avoid escalation of interactions with youth

EVERY YOUTH INTERACTION WITH LAW
ENFORCEMENT IS A DEFINING MOMENT



Questions, contact: Genoveva Zesati,
Program and Projects Coordinator
Contra Costa County Probation
Office of Reentry and Justice (ORJ)
Tel./Txt.: (925) 514-9901



Sept. 17-18

Strategies for Youth

Policing the Teen Brain

understand behavior | improve outcomes | enhance safety



WHO: Law Enforcement Officers

WHEN: September 17 and 18, 2026
0800-1600 each day

WHERE: San Pablo PD Regional Training Ctr
1050 Gateway Avenue
San Pablo, California 94806

CALIFORNIA POST CERTIFIED COURSE

NO COST TO ATTEND

[CLICK HERE TO REGISTER](#)

LEARNING OBJECTIVES:

- Best practices for policing youth
- Reduce conflict & increase officer safety
- Avoid escalation of interactions with youth

EVERY YOUTH INTERACTION WITH LAW
ENFORCEMENT IS A DEFINING MOMENT



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Strategies for Youth

QUESTIONS?

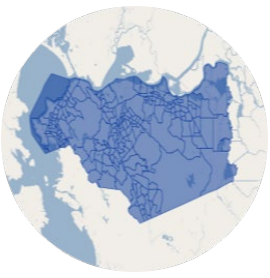
Anthony Pierro

AP@strategiesforyouth.org

Lisa H. Thureau

LHT@strategiesforyouth.org

Call: 617-714-3789



Study Updates

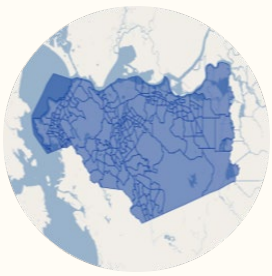
EFFECTIVE YOUTH INTERACTIONS STUDY



We are doing a research study to evaluate the Policing the Teen Brain training. You may be able to take part!

Award # 15PNIJ-23-GG-05491-RESS

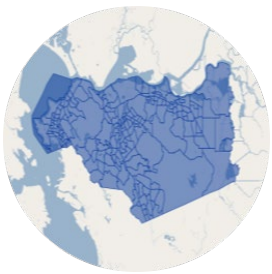
[NIJ FY23 Research and Evaluation on Policing Practices, Accountability Mechanisms, and Alternatives](#)



Program Participation

	Bart	Richmond	Concord	Danville	Sheriff's Office	Pinole	El Cerrito	Pittsburg	San Ramon	Oakley
T3 Training	+	+	+		+		+	+		
Coached Training	+		+	+	+	+	+	+	+	+
Cohort	1	1	1&2	1	1	2	2	2	2	3

* T3 Training: 6 agencies / Coached Training: 9 agencies



Program Reach

Figure 1. Agency Participation (November 2025)

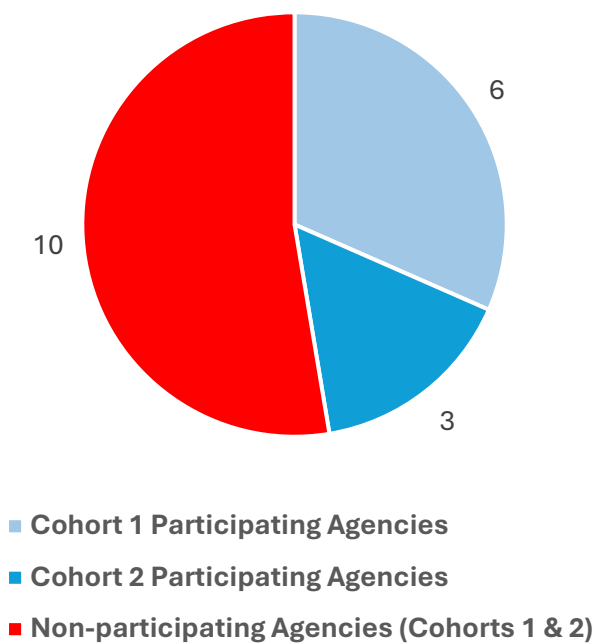
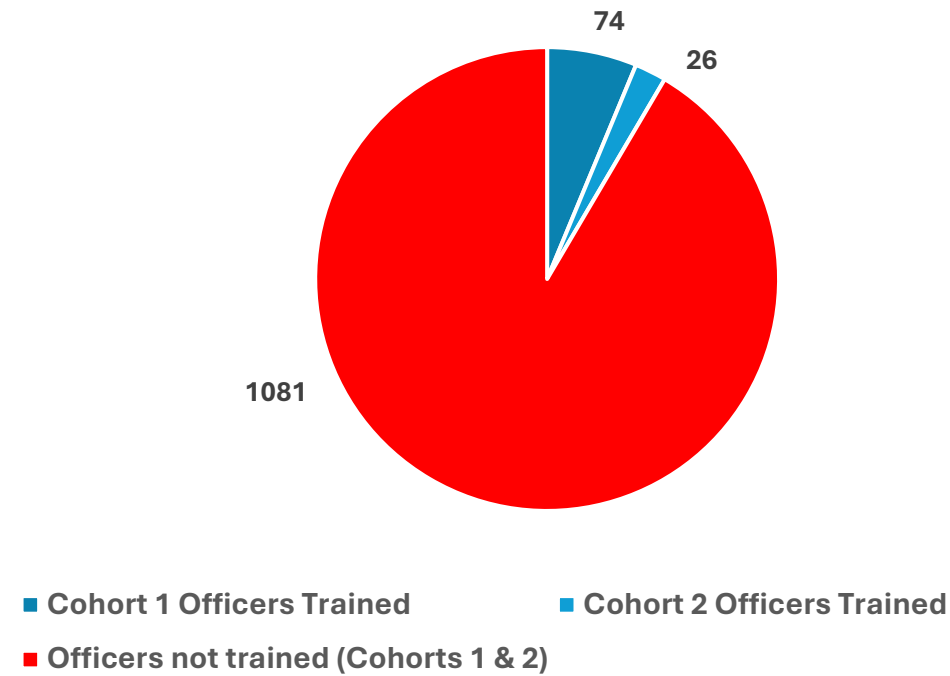
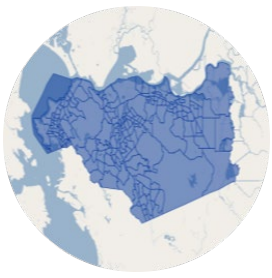


Figure 2. Officer Participation (November 2025)





EFFECTIVE YOUTH INTERACTIONS STUDY

Training and Data Collection Progress

105

Officers Trained

Law Enforcement Officers
completed the intervention

18

Officer Trainer Trained

Officers trained to train
other officers

10

Agencies Participated

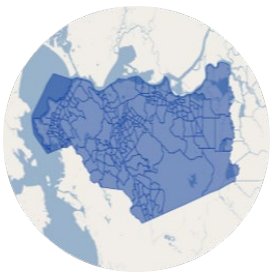
Observations of Trainings
Trainings

Quantitative Data

- **Baseline surveys:** 124 completed
- **Post-training surveys:** 93 completed
- **Matched baseline & post:** 85 surveys
- **Follow-up surveys:** 26 completed

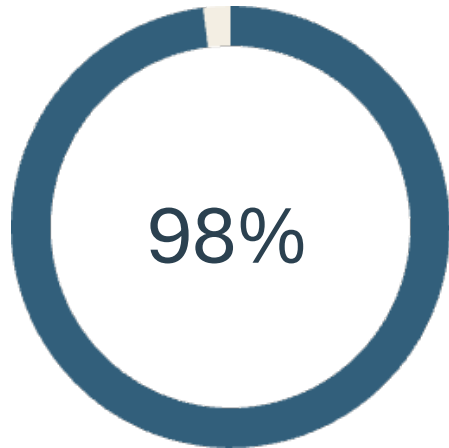
Qualitative Data

- **24 in-depth interviews**
- **84+ hours training observations**

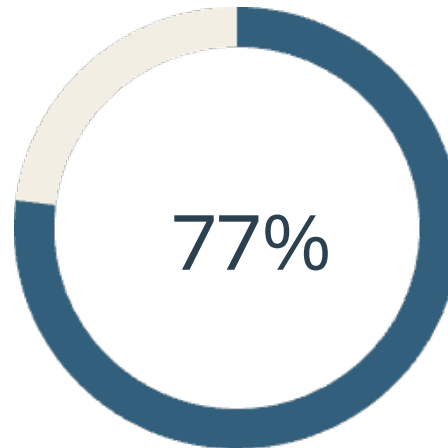


Post-training Feedback (n = 93)

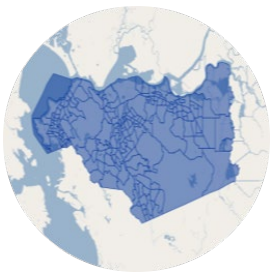
Participation & Engagement



Officers report the training was **engaging**

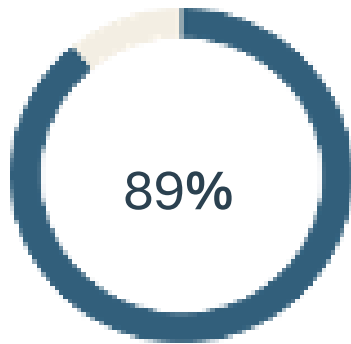


Officers report that they **participated more** in this training than other trainings

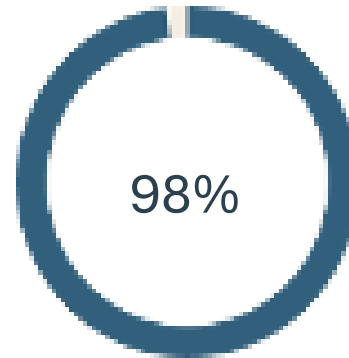


Post-training Feedback (n = 93)

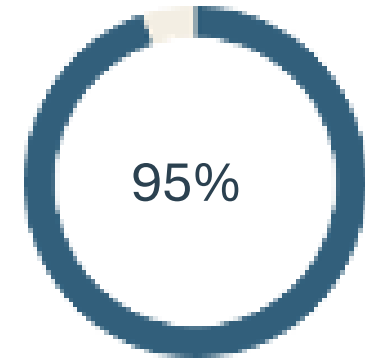
Satisfaction & Relevance



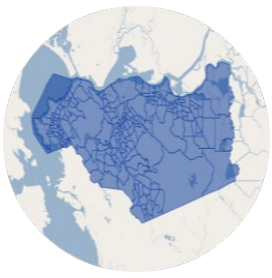
Officers report the training was **effective**



Officers report the training was **relevant to work**

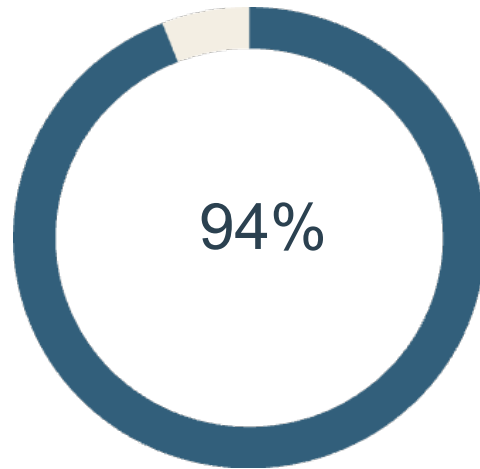


Officers report the training information was **accurate**

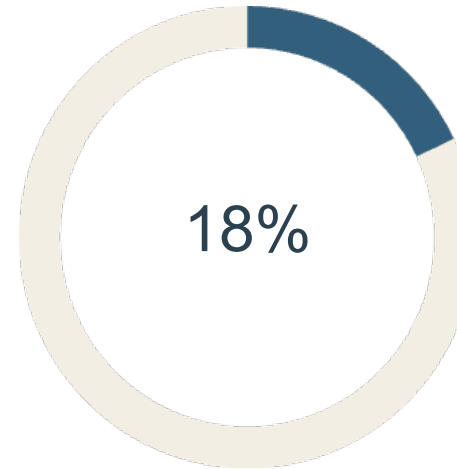


Post-training Feedback (n = 93)

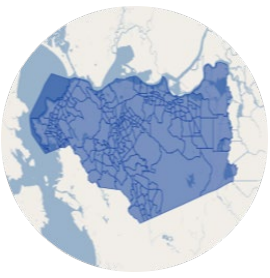
Receptivity



Officers were
receptive



Officers were
resistant to training



EFFECTIVE YOUTH INTERACTIONS STUDY

Post-training Feedback (n = 93)

Perceived Impact

General Impact

Help perform duties (96%)

Specific Populations

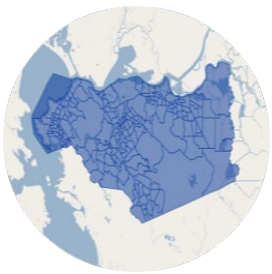
Impact interactions with

- Youth (96%)
- Youth of color (93%)
- Youth with mental health problems (92%)
- Transgender and gender nonconforming youth (89%)

Referral Practices

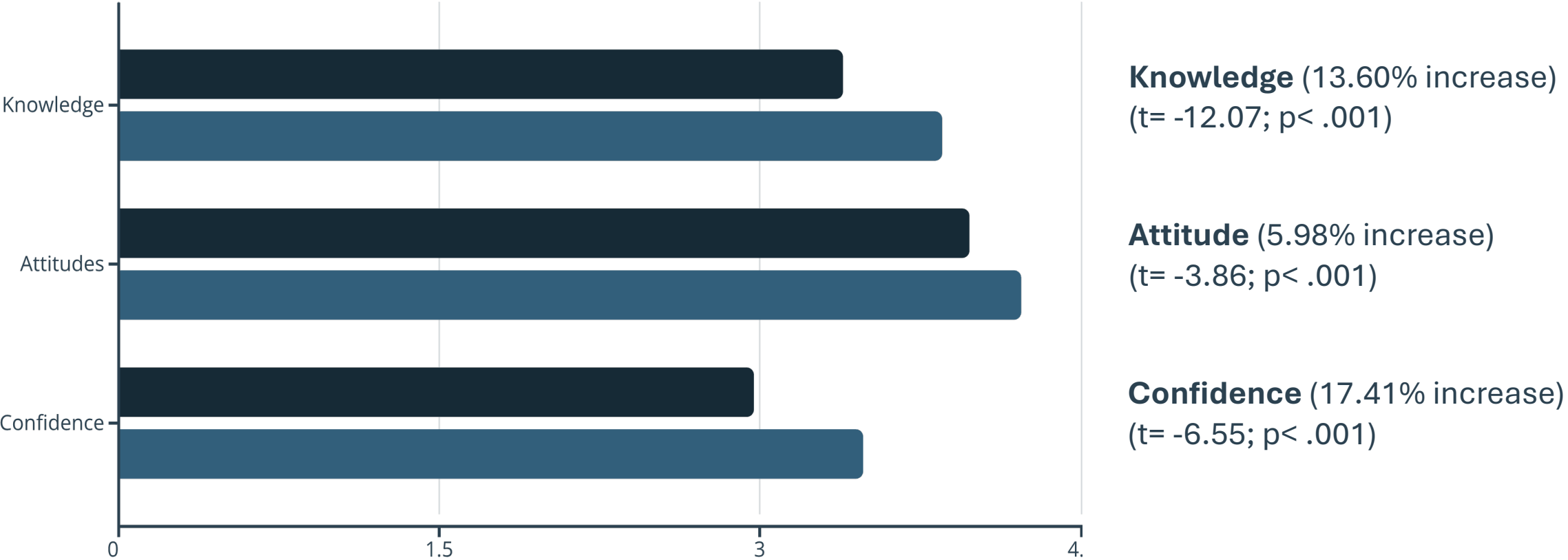
Impact

- Individual rate of referral of Youth (79%)
- Department rate of referral for Youth (80%)



Knowledge, Attitudes, and Confidence: Impact to Date (n=82)

Pre-Training Average Post-Training Average



What Officers Say

Qualitative in-depth Interview and Feedback Data

PTB Increases Understanding

[Most impactful part of PTB was] talking about what somebody actually needs...to reach their full potential. If they don't have food, love, belonging, they're not gonna be able to reach their full potential. So you can't go into some of these calls with the expectation that every kid be respectful. That's very kid behavior themselves, because if they don't have X and Y and Z - that's not going to happen...So these are all things that I process and think about - not just when I'm dealing with kids, but when I'm dealing with adults as well."

PTB Provides Strategies

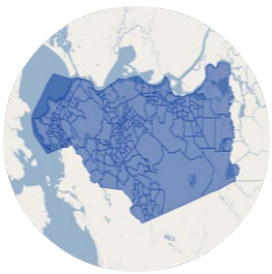
"[PTB] definitely does help with learning to be more patient. Sometimes you have a crime and the witnesses and victims confirm that juvenile committed the crime, and you just go and, boom, want to throw handcuffs on them and be done with it, right? But that's not always the right thing. How are you going to get the person into handcuffs? If you don't prep the juvenile with what is going to happen, it may go sideways...if we can use our communication skills to prevent having to use any use of force - That's a win."

PTB is Worthwhile

"I would recommend the training to other officers" (94%)

"I would recommend the training to other supervisors" (95%)

"This training should be required of all officers" (91%)



How YOU Can Support this Research?

EFFECTIVE YOUTH INTERACTIONS STUDY



We are doing a research study to evaluate the Policing the Teen Brain training. You may be able to take part!

Award # 15PNIJ-23-GG-05491-RESS
[NIJ FY23 Research and Evaluation on Policing Practices, Accountability Mechanisms, and Alternatives](#)

Principal Investigator
Leah A. Jacobs, PhD
leahjacobs@pitt.edu

Participate!

- Cohort 3 agencies, complete coached trainings
- Cohort 3 agencies, complete interagency agreements

Share your perspectives!

- Request officers complete **two** surveys and/or schedule a time for the research team to visit agency to recruit (at baseline & 12m)
- Participate in interviews

Learn together!

- Let the research team know if you would like an agency specific report of summary data or have any questions or ideas to share

Is
it just
another
training?



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Research Updates

August 2026

Leah Jacobs, PhD
University of Pittsburgh

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Study Aims

Assess impact of PTB on racial disparities in youth referrals (e.g., arrests)

Assess impact of PTB on officer attitudes, confidence, and knowledge

Document and assess implementation of PTB across CCC

Is
it just
another
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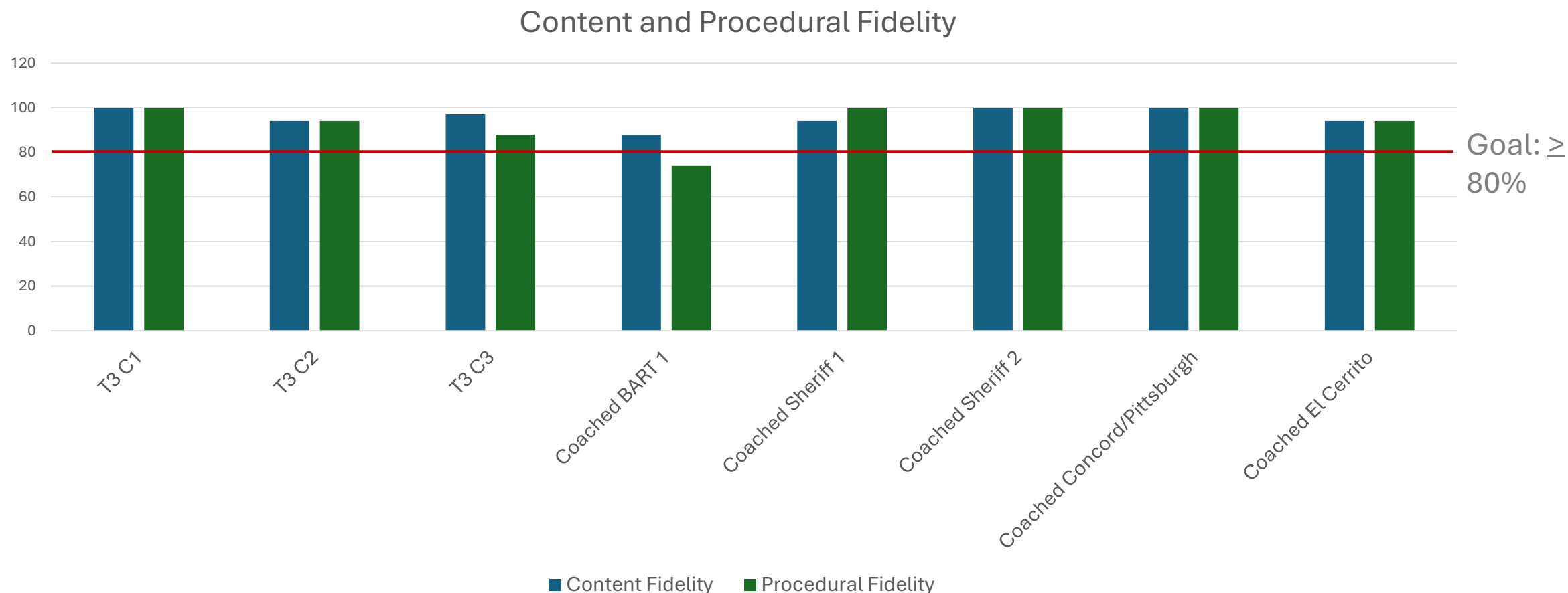
Methods

Qualitative and quantitative approaches, including participatory analyses

Data sources include administrative data (JCPSS, RIPA), non-participant observation, interviews, and surveys

- Interviews: n = 33
- Surveys: n = 112 (baseline)
- Observations: 172 hours

Preliminary Findings: Aim 3 - Fidelity

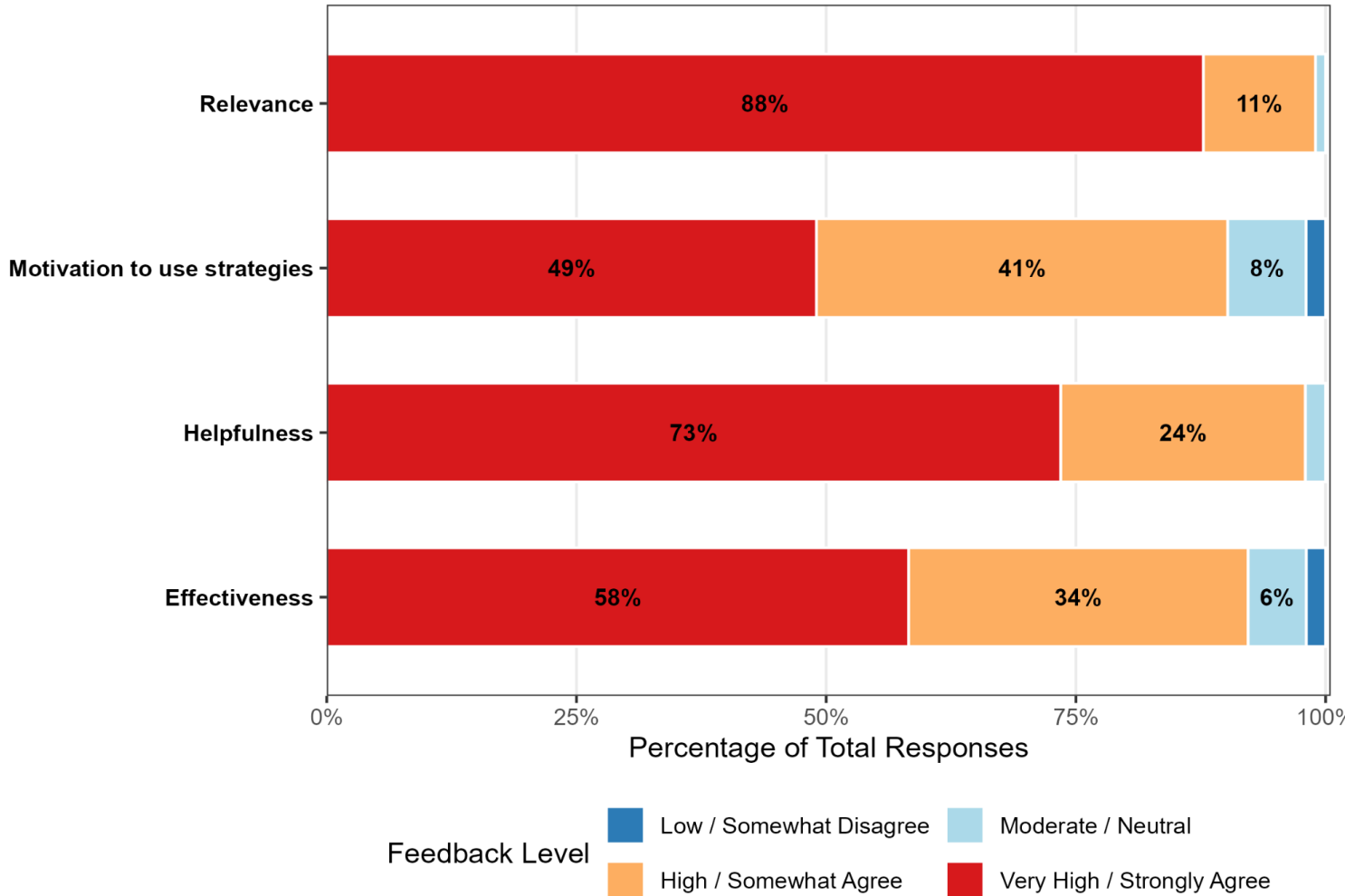


Preliminary Findings: Aim 3 - Acceptability

Officers' perceptions of the training and its value

Officers' Perceptions of Training Value

Post-survey feedback collected from matched participant sample (N = 112)

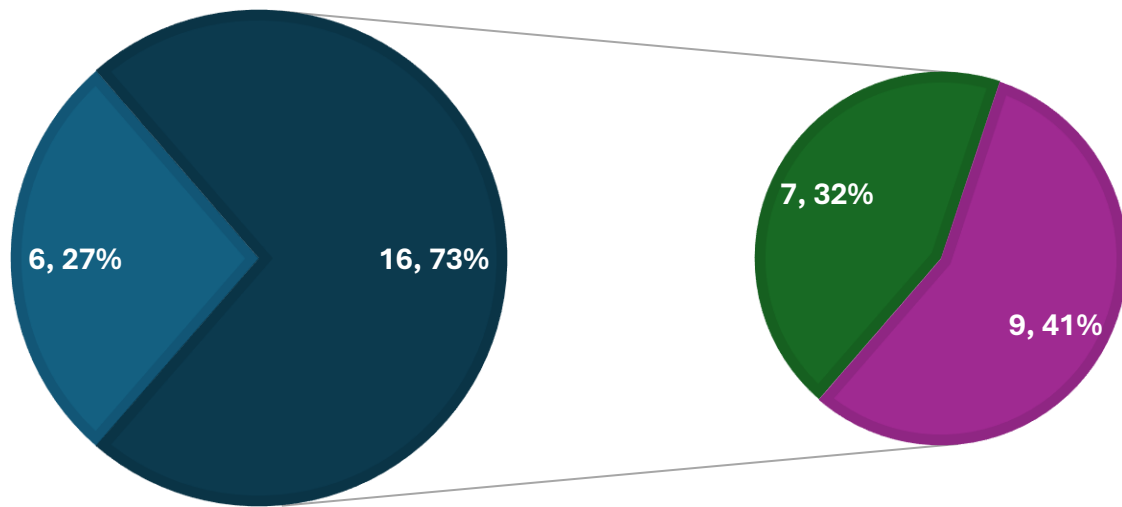


Participating officers have an overwhelmingly positive perception of the training

Preliminary Findings: Aim 3 - Reach

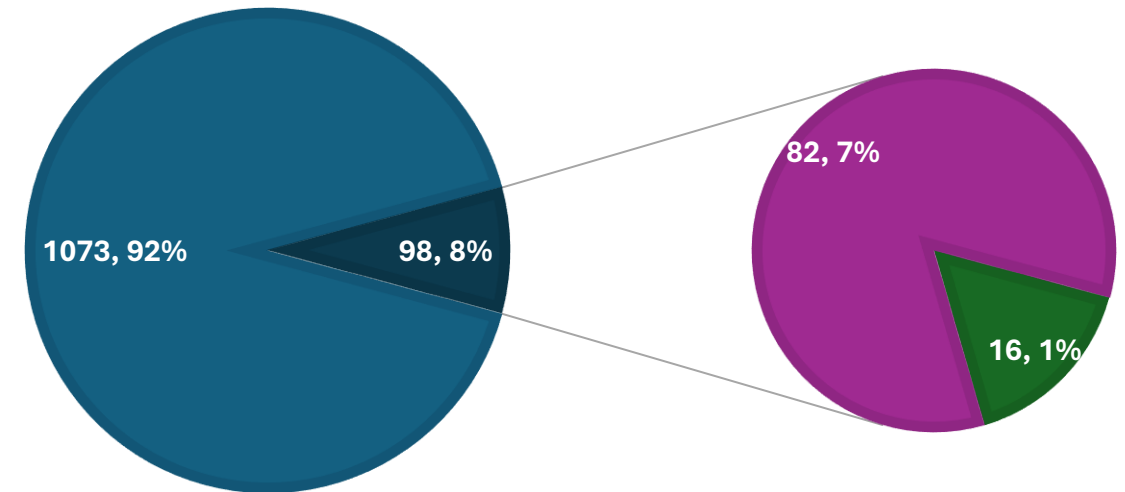
AGENCY PARTICIPATION

■ No participation ■ Partial participation ■ Full participation



CCC OFFICERS TRAINED

■ Not trained ■ T3 Training ■ 2-day Training



What Officers Say

Qualitative Interview and Feedback Data

PTB Increases Understanding

[Most impactful part of PTB was] talking about what somebody actually needs...to reach their full potential. If they don't have food, love, belonging, they're not gonna be able to reach their full potential. So you can't go into some of these calls with the expectation that every kid be respectful; that every kid behaves themselves, because if they don't have X, Y and Z that's not going to happen...So these are all things that I process and think about - not just when I'm dealing with kids, but when I'm dealing with adults as well.

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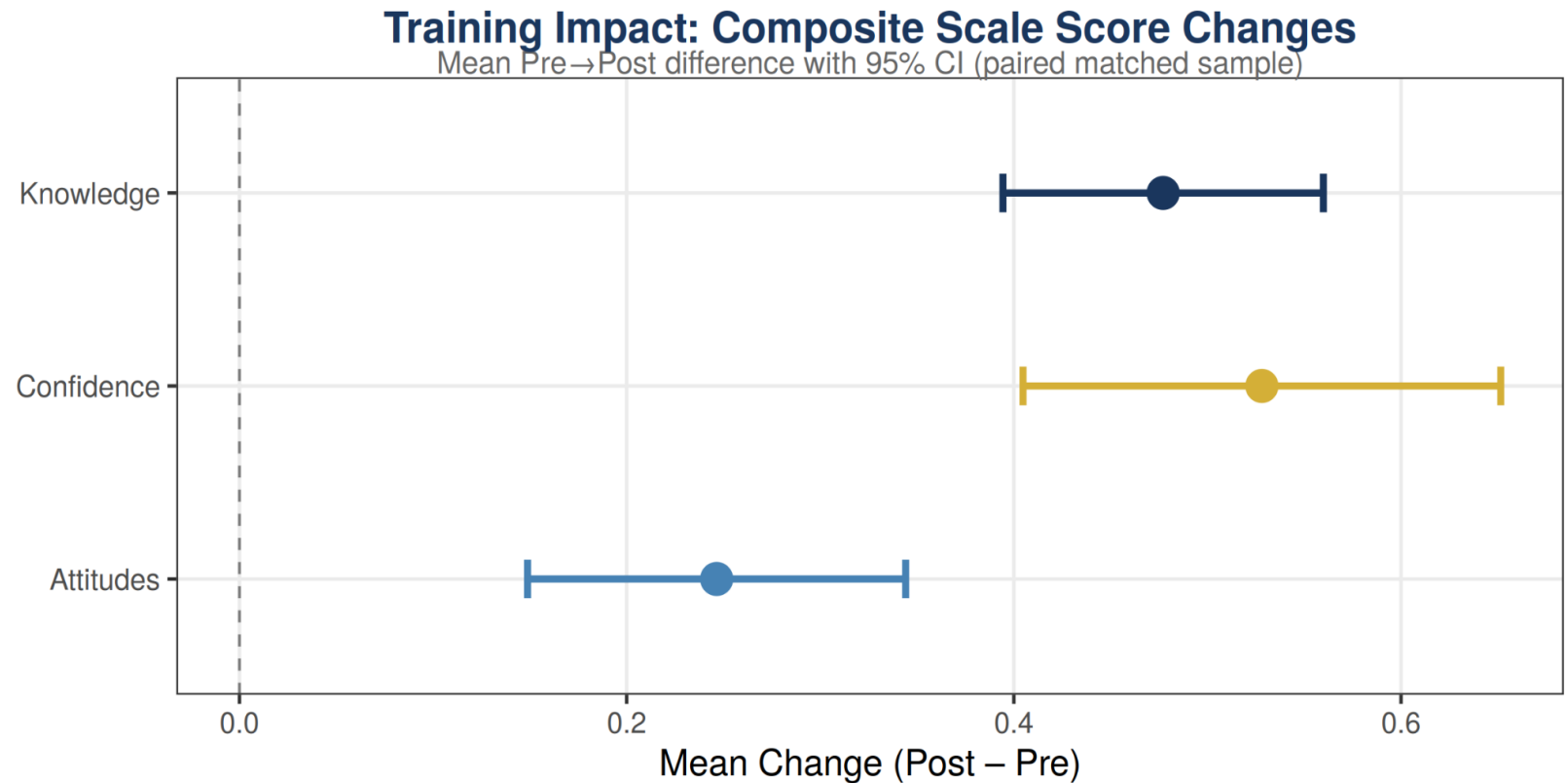
"I would recommend the training to other supervisors" (95%)

"This training should be required of all officers" (91%)

Preliminary Results:

Aim 2 - Attitudes, Knowledge/Skills, Confidence

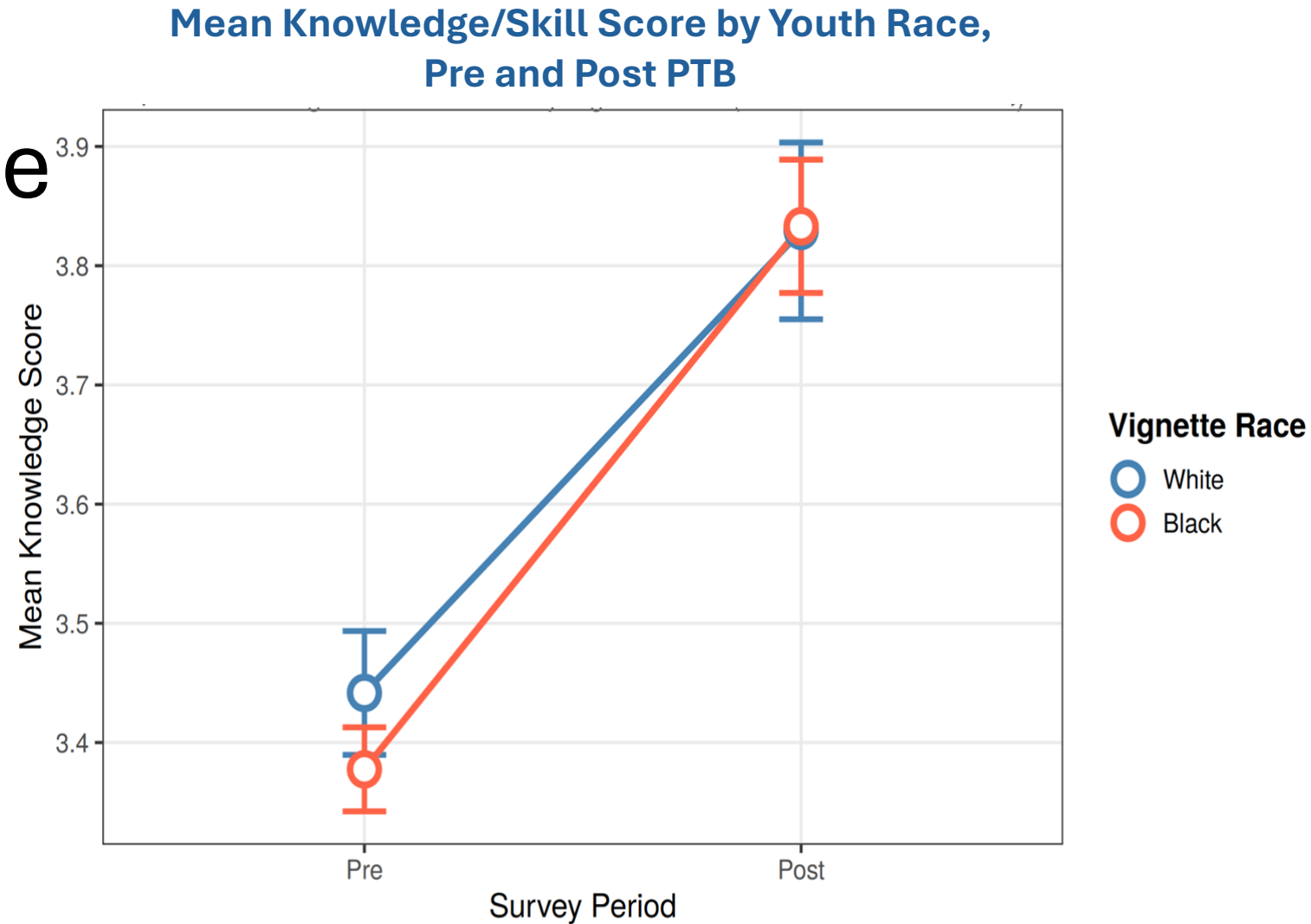
Following participation in PTB, officers' attitudes, knowledge/skills, and confidence increase; *and* this increase is statistically significantly



Preliminary Results:

Aim 2 - Knowledge/Skill Application by Race

Knowledge and skill gains
occur, regardless of youth
race



Very Preliminary Results: Aim 1 – Impact on Disparities in Juvenile Justice Referrals

Fig 1: Outcome: Count of Referrals—Black Youth
(JCPSS data only)

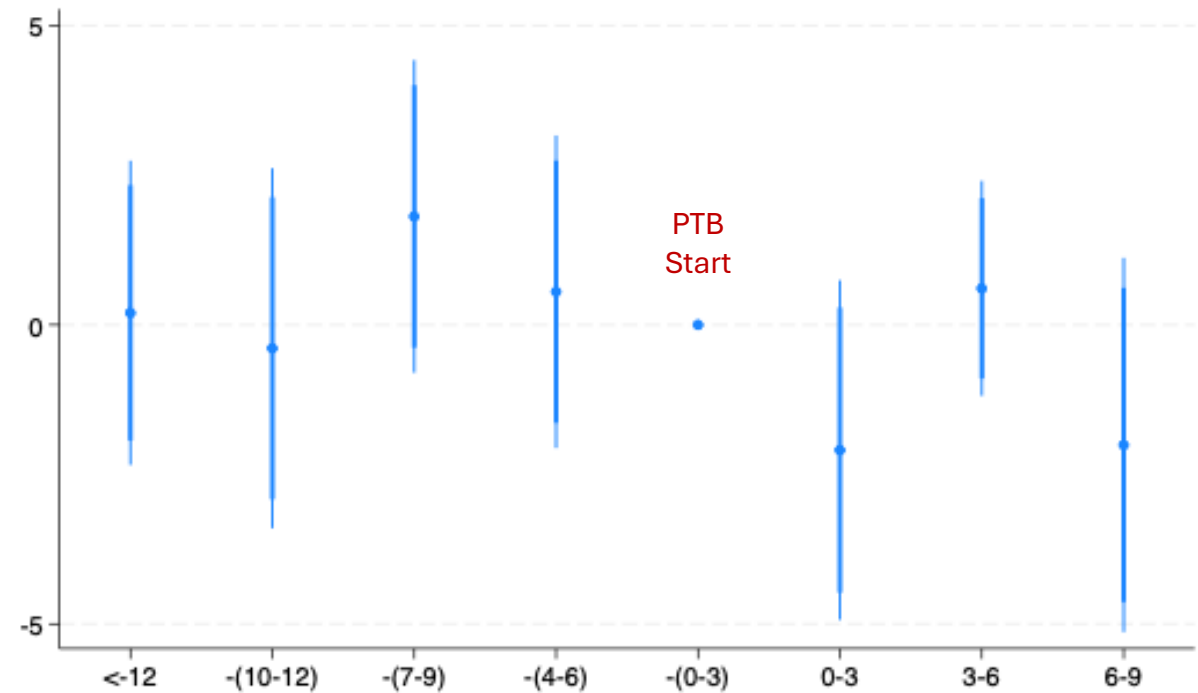
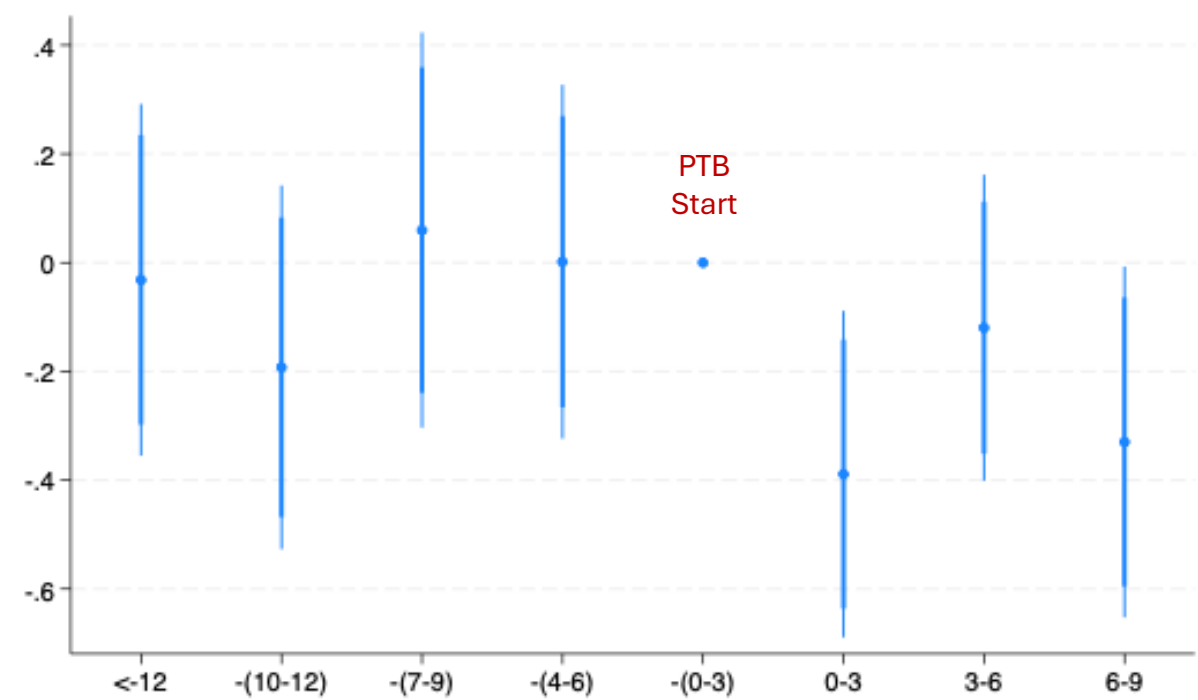


Fig. 2: Outcome: (Referrals of Black Youth)/(Total Youth Referrals)
(JCPSS data only)



Note: Year 1 data only



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Thank You!
Thoughts?
Questions?

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