

(2025-2026) Annual Plan

Juvenile Justice Plan

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Part I. Service Needs, Priorities & Strategy (Government Code Section 30061(b)(4)(A))

A. Assessment of Existing Services

Include here an assessment of existing law enforcement, probation, education, mental health, health, social services, drug and alcohol, and youth services resources that specifically target at-risk juveniles, juvenile offenders, and their families.

A1. Assessment of Existing Services

Numerous entities perform duties and functions that either directly or indirectly support the objectives and efforts of the local juvenile justice system. Below is a list describing key stakeholders working alongside the Probation Department (Probation) and a brief description of their role in Contra Costa County's (CCC) juvenile justice system. Probation and representatives from a majority of agencies listed below serve on the CCC Juvenile Justice Coordinating Council (JJCC), collaborating to address the needs of youth and their families in the County.

Agency and Description:

Alcohol & Other Drugs Services (AODS): Provides in-custody and community-based substance use treatment services. Prevention services are also provided in collaboration with CBOs/NGOs.

Behavioral Health Services (BHS): BHS is a key provider of comprehensive mental health support for justice-involved and at-risk youth in CCC. BHS delivers both in-custody and community-based services, as well as pioneering continuation of services to youth upon release from Juvenile Hall, ensuring that youth have access to needed care at every stage of involvement with the juvenile justice system. Services include early mental health screening, acute crisis intervention, and ongoing counseling sessions. BHS works in coordination with Probation, education, and other stakeholders to address the complex needs of youth and their families, aiming to stabilize mental health, reduce recidivism, and support positive development. BHS also addresses substance use disorders, trauma recovery, juvenile competency restoration, treatment for juveniles who sexually offend, and family therapy. BHS plays a crucial role in promoting wellness, safety, and rehabilitation for youth both in custody and throughout the broader community.

Board of Supervisors (BOS): Provides general oversight of agencies in the juvenile justice system, including Probation. **Community-Based Organizations (CBOs)/Non-Governmental Organizations (NGOs) and Faith-Based Organizations (FBOs):** Provide an array of services focused on prevention, intervention, rehabilitation, and reentry for justice-involved youth.

District Attorney's (DA) Office: Files petitions based on referrals from Probation and other agencies and is responsible for determining the level of charges to be filed and for filing all felony and misdemeanor charges. The DA's Office also must determine if the type of crime and surrounding circumstances should be petitioned for criminal court processing. The DA represents the community at all subsequent Juvenile Court delinquency proceedings and most criminal matters.

Employment and Human Services Department (EHSD): Offers programs such as Family Finding, Family Maintenance, Family Preservation, Family Reunification, and Safe and Stable Families.

Health, Housing & Homelessness (H3) Services: H3 provides quality health care to the public in convenient locations. Providing more than 60 services, the agency works to ensure a full spectrum of health, housing, and homeless services exists.

Juvenile Justice Commission (JJC): Reporting to the Presiding Judge of the Juvenile Court, the JJC's primary responsibility is to conduct facility inspections. They also periodically make policy recommendations to Probation related to in-custody and at-risk youth.

Local Police Departments: There are a large number of law enforcement agencies that provide services across CCC. These agencies include the Sheriff's Office, 16 municipal police departments, and Specialized/Regional Agencies (e.g., BART Police Department). These agencies provide the first response to emergencies and other threats to public safety. Officers investigate suspected delinquent activity and determine if youth should be verbally warned and released, referred to a community resource, referred to an in-house diversion program, issued a citation, or referred to Probation. Evidence-based juvenile delinquency prevention programs exist in at least six of these local police departments. There are Police Activity League (PAL) Programs in Antioch, Brentwood, Concord, Pittsburg, and Richmond. San Pablo's Juvenile Education Welfare Liaison (J.E.W.L.) program includes Gang Resistance Education and Training (GREAT) and Problem Oriented Policing (POP).

Office of Education (CCCOE): Delivers in-custody and community-based education services to students across CCC. School districts facilitate referrals and services in collaboration with probation officers who, as of 2020, are no longer embedded in high school campuses but serve as liaisons to campuses. The CCCOE also provides direct school services to detained students at the Juvenile Hall.

The Probation Department (Probation): All juvenile citations are referred to Probation by the arresting agency for consideration. For misdemeanor referrals, Probation staff review the case and take action ranging from closing the referral, closing the referral and referring to community resources, placing the youth on informal probation through the Probation Department, or forwarding to the DA for consideration of diversion, or filing a petition when formal intervention appears necessary. As a statutory mandate, most felony referrals must be forwarded to the DA for filing consideration within 48 hours of receipt by Probation. As a result of orders made by the court relating to a filed petition, a youth may be subject to court-ordered supervision by Probation through informal probation, deferred entry of judgment, non-ward probation, or wardship to the Court. These services most often occur in the community but can also be ordered in one of Probation's commitment programs at the John A. Davis Juvenile Hall in Martinez. In these cases, Probation is responsible for providing supervision services and helping youths be successful under supervision using department-level evidence-based practices and interventions and through referral to formal treatment services.

Probation relies on a variety of city and county agencies, CBOs, NGOs, and FBOs to provide these services. Further, Probation funds an array of community-based youth prevention, early intervention, and intervention services and resources for at-risk and system-involved youths and their families using JJCPA and YOBG funds. Probation has funded internal positions and other county agencies with JJCPA and YOBG funds as well. In FY 25-26 JJCPA and YOBG funds were dispersed to 13 community-based agencies and county departments. Services are described elsewhere in this annual plan.

Public Defender's (PD's) Office Juvenile Defender Unit: The Juvenile Defender Unit of the PD's Office provides client-centered advocacy to youths accused of crimes in CCC. The Juvenile Defender Unit provides services to youths at all stages of a juvenile case until the case is fully concluded, and the youth has been released from supervision. These services include providing legal advocacy and support to youths who are at risk of formal system engagement but who have not yet been charged with a crime.

Superior Court: Provides authority over children younger than 18 years of age at the time of contact with the dependency or delinquency system.

Sheriff's Office: Responds to emergencies and other threats to public safety in the unincorporated area of the county and three contract cities (Danville, Orinda, Lafayette). Deputies investigate suspected delinquent activity and determine if youth should be verbally warned and released, referred to a community resource, issued a citation, or referred to Probation.

Describe what approach will be used to facilitate collaboration among the organizations listed above and support the integration of services.

Probation believes in a collaborative approach to supporting youth at every stage of prevention, intervention, and reentry. This includes fostering protective measures for community youth before risk occurs and addressing the needs of at-risk youth and youth already impacted by the juvenile justice system. Probation is committed to building and maintaining strong relationships with **local law enforcement diversion programs, CBOs/NGOs/FBOs**, and other city and county partners to ensure that appropriate and effective services are provided. Probation continues to engage these partners as the providers of prevention, diversion, intervention and reentry services for justice-impacted youth and continues to support the capacity and development of partner agencies as needed. Probation fosters collaboration, coordination, and communication amongst partners by participating in and/or supporting the following partnerships:

Probation leadership participates in the **Racial Justice Oversight Body (RJOB)**. The RJOB, created in 2016 by the BOS, was tasked with the following duties: (1) Research and identify consensus measures within the County to reduce racial disparities in the criminal and juvenile justice system; (2) Plan and oversee implementation of the measures once identified; and (3) Report back to the BOS on progress made toward reducing racial disparities within the criminal justice system. In 2024, the **Office of Racial Equity and Social Justice (ORESJ)** was launched and officially took the lead to staff and support the work of RJOB, with a plan to reflect on accomplishments and decide on priorities and goals in 2025.

Probation leadership also lends support to the **District Attorney Office's Reimagining Youth Justice Taskforce**. The Reimagining Youth Justice Taskforce, created in 2020, was formed to "make explicit recommendations for financial investments in community-based services for youth instead of investing in prisons."

The new Probation Case Management System launched in October 2023, which will further the Probation's Office of Reentry and Justice (ORJ) goal to prioritize data-driven decisions across the system. As part of this process, ORJ finalized reporting requirements for the JJCPA-YOYG-funded service providers and began engagements to actively support these service providers through workshops and one-on-one consultations to ensure they can report identified metrics, enabling more effective tracking of the quantity and quality of services delivered.

Since 2021, Probation has co-led development and phased implementation of the County's **Family First Prevention Services (FFPS) Comprehensive Prevention Plan (CPP) with the EHSD**. The CPP, approved by the California Department of Social Services in 2023, aims to establish a cross-sector network focused on delivering evidence-based prevention services and concrete supports to prevent entry into foster care or the justice system. It specifically targets youth and caregivers in the city of Antioch, addressing findings from a multi-year evaluation that highlighted the city's disproportionate access to available support services. This collaboration is an extension of the **AB 2083 Systems of Care Implementation Leadership Teams (ILT)** at the Executive and Administrative levels, where **Probation and EHSD leadership work alongside the CCCOE and BHSD**, as well as the **Regional Center of the East Bay**, to coordinate timely, and trauma-informed services for system impacted and vulnerable youth and their caregivers in a comprehensive, culturally competent, and integrated way.

B. Identifying and Prioritizing Focus Areas

Identify and prioritize the neighborhoods, schools, and other areas of the county that face the most significant public safety risk from juvenile crime.

Probation's 2021 Report on Juvenile Justice Programs and Services continues to serve as a comparative identifier of neighborhoods, school districts, and other areas of the county that face significant needs. The report first recognized East County's need for additional service providers to meet population demands and also identified six school districts with less successful educational outcomes on three of four metrics compared to the county (i.e., higher than average suspension, expulsions, chronic absenteeism, and lower than average graduation rates). These are Antioch, John Swett, Liberty Union, Mt. Diablo, Pittsburg, and West Contra Costa. Lastly, the report highlighted a high number of referrals from five law enforcement agencies within the county: Antioch, Richmond, Pittsburg, Concord, and the Sheriff's Office.

Probation evaluated key indicators of need to aid in the prioritization of disbursement of JJCPA and YOYG funds to several cities identified as priority areas: Antioch, Richmond, Concord, and Pittsburg. Taking together these two efforts solidifies that Antioch, Richmond, Concord, and Pittsburg are high-priority areas.

Continuing to build off the data gathered as part of the 2021 Report on Juvenile Programs and Services, Probation underwent an internal action planning process to strategize, focus, and refine its work based on the identified significant needs. Probation continues to assess and refine priorities and determine relevant action steps, resources needed and available, and a timeline for implementation of up to three annual priorities to focus the Probation's prevention, intervention, and supervision efforts.

The original report's recommendations were streamlined into eight priority areas to guide Probation's efforts until completion:

Priority Area	Status
Validation of Probation's risk Assessment Tools	Completed
Identify Strategies to Reduce Racial Disparities at the time of Arrest and Referral to Probation, including Restorative Justice and Diversion Programs	Ongoing
Continue Practices that have Helped Reduce Juvenile Justice System Contact and Penetration among Youth	Progress achieved
Continue to Invest Resources in Prevention and Intervention Services	Progress achieved
Consider Opportunities to Increase the use of Diversion and Informal probation for Lower Risk Youths	Progress achieved
Continuous Quality Improvement (CQI) and Reporting	In progress
Evidence-Informed Programming & Fidelity Monitoring	In progress
Address Differences in Suspensions, Expulsions, Chronic Absenteeism, and Graduation Rates by Adding Appropriate Programming at or Near Schools in these Districts Where Higher Needs are Identified	In progress

As detailed in the sections below, substantial progress has been made in the eight priority areas, with an emphasis on the key components of the Juvenile Justice Action Strategy. Moreover, in 2025, Probation conducted a thorough assessment of the achievements since the 2021 Report on Juvenile Justice Programs and Services, which is also covered below. Planning for the 2026 Report on Juvenile Justice Programs and Services has already begun.

C. Juvenile Justice Action Strategy

Describe your county's juvenile justice action strategy. Include an explanation of your county's continuum of responses to juvenile crime and delinquency as well as a description of the approach used to ensure a collaborative and integrated approach for implementing a system of swift, certain, and graduated responses for at-risk youth and juvenile offenders.

The Juvenile Justice Action Strategy seeks to strengthen the juvenile justice continuum of services by addressing barriers, gaps, and prioritized focus areas through a collaborative, youth developmental approach. Probation and justice system partners are committed to supporting youth at every stage of prevention, intervention, and reentry to reduce contact and impact of the juvenile justice system and aid in the successful rehabilitation and reentry of justice-involved youth.

Deputy Probation Officers (DPOs) practice a continuum of care model and are often the first people the youth and their family meet from Probation . DPOs assigned to Intake, Court and Investigations units

play pivotal roles in the prevention and intervention process, sometimes helping youth avoid detention and filing altogether. By serving as the initial points of assessment and contact, potential risks, strengths and needs can be determined early to disrupt unnecessary justice system entrenchment, and anxieties can be eased from the start to foster a supportive environment. The work of these officers informs the development of individualized case plans. During intake, investigations, and court proceedings, DPOs advocate for appropriate services and interventions to address underlying issues and prevent further justice system involvement, and ensure that all relevant circumstances are considered, promoting fair and informed decision-making.

Supervision DPOs maintain oversight of the youth's case from the conclusion of the investigative process throughout the completion of probation. This model allows deputies to establish rapport with the youth and their family from the outset, gain a deep understanding of family dynamics, strengths, and needs, and develop a comprehensive treatment plan. To enhance this continuum of care, executive leadership for both Field Services divisions and Juvenile Hall were aligned under one Assistant Chief Probation Officer of Programs and Services in September 2023.

JJCPA-funded DPOs provide a range of intensive supervision and support services to moderate and high-risk youth and their families. JJCPA-funded DPOs are embedded in the community, working closely with schools, system partners, and relevant community-based agencies to add perspective and knowledge of local resources as the full gamut of youth and family needs is addressed during the rehabilitative process. This case-planning philosophy allows deputies to assist youth and their families in recognizing their strengths and opportunities, identifying critical resources, and navigating the justice system.

JJCPA-funded DPOs are also assets to local law enforcement agencies and assist in local and state enforcement operations, criminal investigations, and provide public safety to the communities we serve. DPOs are vital to community outreach efforts and educating the community of Probation's goals and initiatives. Through ongoing engagement, DPOs collaborate with schools, community agencies, and other system partners to connect youth and families with critical resources, reinforcing positive behaviors and supporting successful outcomes. They also play an integral part in reducing recidivism by role-modeling prosocial skills and facilitating evidence-based classes designed to restructure cognitive behavior and disrupt antisocial thinking. This holistic, proactive approach to family and community ties enhances the overall effectiveness of the juvenile justice continuum.

The JJCC has previously identified the following components as the foundation of the Juvenile Justice Action Strategy: *an evidence-based continuum of services, a collaborative approach, and a focus on racial equity*. Further details expanding on these components are described below.

EVIDENCE-BASED CONTINUUM OF SERVICES: Probation and justice system partners are committed to supporting youth at every stage of prevention, intervention, and reentry to reduce contact with the juvenile justice system and aid in the successful rehabilitation and reentry of justice-involved youth. The County aims to support a continuum of services ranging in intensity based on structured decision-making tools. As such, Probation has provided tools to guide DPOs in responding to clients' behavior objectively. Probation uses evidence-based practices, including validated risk and needs assessment tools, evidence-based treatment curricula, a response grid, and Core Correctional

Practices (CCPs).

Probation's Office of Reentry and Justice (ORJ) coordinates a broad array of reentry, public safety, and justice-related initiatives and serves as the analytical and research arm of Probation. This commitment contributes greatly to the Department's ability to prioritize the following focus areas:

- Priority 1: Validation of Probation's Risk Assessment Tools
- Priority 6: Continuous Quality Improvement (CQI)
- Priority 7: Evidence-Informed Programming & Fidelity Monitoring

Risk Assessments: Standardized assessments assist DPOs in identifying the level of risk a client poses, and which Evidence-Based Practices and interventions are most effective in reducing recidivism. While Probation uses various assessment tools for specific youth populations, the primary risk and needs assessment tool is the Ohio Youth Assessment System (OYAS). The OYAS is an evidence-based, individualized assessment instrument that allows the user to identify the youth's underlying motivation and risk indicators for delinquent behavior and target specific areas of criminogenic needs. Three different tools from OYAS assessment, Disposition, Residential, and Reentry, are available to DPOs to assess the risk and needs of youth clients while they are under the jurisdiction of Probation. The assessment is designed to assist staff in making appropriate decisions and developing a case plan that incorporates individualized supervision strategies to reduce the likelihood of recidivism. A 2024 inter-rater reliability (IRR) study showed that officers consistently scored the OYAS tools. Additionally, the OYAS tools underwent a formal validation study that concluded in 2026. The validation showed the OYAS Disposition tool had strong predictive validity across age and youth demographics. In order to increase predictive accuracy, the validation team recommended that youth over the age of 18 who are leaving residential placement be evaluated with the adult version of the tools – the Ohio Risk Assessment System (ORAS).

Continuous Quality Improvement (CQI) and Reporting: Probation's ORJ is in its third year of supporting the implementation of Performance-Based Contracting (PBC) standards across all juvenile contracts. This effort includes developing program logic models, establishing standardized performance metrics, and continuously reporting data on juvenile justice reentry and prevention services. In FY 25-26, the ORJ added a Program/Projects Coordinator to enhance performance monitoring of juvenile justice programs and to provide technical assistance and capacity-building support to our contracted providers, tailored to their specific needs. During this period, the ORJ partnered with RDA Consulting to determine if the performance monitoring strategies used in Probation's adult reentry programs could be adapted for juvenile contracts. This process involved planning for implementation/replication, clarifying roles and responsibilities, and ensuring coordination among the units assisting juvenile contractors. As a result, the ORJ identified priorities and outlined next steps for further developing the juvenile justice program monitoring process over the next three years.

Evidence-Informed Programming & Fidelity Monitoring: With the addition of the Program/Projects Coordinator, who is centrally focused on juvenile justice programming, Probation's ORJ Program Support Team intends to monitor the application of evidence-based/informed practices and interventions. Starting with the new FY 26-27 contract cycle, this will consist of conducting site monitoring visits, surveying and interviewing all stakeholders involved in service delivery, offering

opportunities for program staff training, and documenting findings from program observations. The ultimate goal is to support providers' implementation of effective programming and ensure that evidence-based interventions are delivered with fidelity to improve outcomes.

In line with the department's data-driven approach to all its programs, in 2025, Probation's ORJ Unit collaborated with RDA Consulting to develop an internal mapping tool. This tool aims to better understand community safety needs of youth and families by analyzing data indicators related to juvenile crime and delinquency across census tracts within the county. Just as the 2021 Probation report has guided the Department over the past five years, this new tool has the potential to help Probation more accurately identify community safety needs in CCC. This will enable more effective allocation of resources and services to prevent and reduce justice-system involvement, ultimately improving conditions for youth and families. Additionally, it could streamline internal tasks such as strategic grant funding, testing service models, and research development.

Core Correctional Practices (CCP): DPOs and Juvenile Institution Officers (JIOs) are trained in CCP to reduce risk and help probationers challenge and replace their risky thinking and behaviors. Consistent and appropriate application of CCP tools and interventions is a key component of the change process and enhances communication between staff and clients, strengthening rapport. DPOs and JIOs use CCP interventions to both increase the use of positive behaviors and reduce the use of negative behaviors. Probation strengthens the application by providing staff booster training and a CCP coaching program.

COLLABORATIVE APPROACH: Probation believes in a collaborative approach to supporting youth who are involved in or at risk of involvement in the juvenile justice system. Probation is committed to building and maintaining strong relationships with local law enforcement diversion programs, CBOs/NGOs/FBOs, and other city and county partners to ensure that appropriate and effective services are provided. Probation continues to engage community-based agencies as the providers of prevention, diversion, intervention, and reentry services for justice-involved youth and will support the capacity and development of community-based agencies as needed. In addition, an emphasis on internal collaboration and departmental restructuring has been a significant factor in seamless delivery of services.

Through a collaborative approach, Probation seeks to address the following refined areas of priority:

- Priority 2: Identify strategies to reduce racial disparities at the time of arrest and referral to Probation, including Restorative Justice and Diversion programs;
- Priority 3: Continue practices that have helped reduce incarceration and overall Juvenile Justice System contact and penetration into the system among youth.
- Priority 5: Consider opportunities to increase the use of Diversion and Informal probation for lower risk youths; and
- Priority 8: Address differences in suspensions, expulsions, chronic absenteeism, and graduation rates by continuing to invest in Prevention and Intervention services, especially at or near schools in districts where higher needs are identified.

Probation continues to partner with the Antioch Community Foundation, a regional community foundation, to establish the “Youth of Promise” Fund. This fund offers mini-grants to local nonprofit organizations serving justice-involved youth and those at risk of entering the juvenile justice system. As a result of this partnership, Probation increased its contribution to the fund with a \$200,000 commitment and broadened its scope by supporting more grantees in the central and eastern regions of Contra Costa County. In the 24-25 grant cycle, 36 organizations received awards ranging from \$2,500 to \$13,000 for various prevention and youth enrichment initiatives. We look forward to announcing the 25-26 grant awards in the near future.

In response to the 2021 Report’s finding of a high number of referrals from five local law enforcement agencies in the county, Probation received a federal community project grant in 2023 through Congressman Mark DeSaulnier’s office to launch a three-year law enforcement training program. This program trains police officers in effective strategies to engage youth in their communities, based on adolescent brain science, with the goal of improving officer-youth relations. Using grant funds, Probation partnered with Strategies for Youth, a nationally recognized law enforcement training provider, to offer train-the-trainer and patrol officer courses to all Contra Costa County law enforcement agencies at no cost. To date, more than 100 officers from 11 agencies, including Probation’s Deputy Probation Officers and Juvenile Institution Officers working with young people, and four of the five named agencies, have either completed or become certified trainers in the evidence-based curriculum, Policing the Teen Brain™.

Similarly, Probation’s ORJ has partnered with the Antioch Unified School District to support expanding its alternative-to-suspension program to elementary and middle schools. The aim of the expansion is to ensure that students with the highest needs at every grade level have access to restorative justice interventions and wraparound supports to prevent disciplinary actions from escalating into suspensions or expulsions. This effort is funded through the department’s Measure X allocation and supported by ORJ’s Restorative Justice Initiative.

SB 678 funding allowed Probation to expand the continuum of youth support by establishing the Transition Aged Youth Service Network. The TAY Network is comprised of seventeen actively engaged adult and juvenile justice service providers who work together to provide and coordinate a variety of supportive services for TAY Probation clients. In 2025, Probation aligned its resources and insourced case management, referrals, and provider coordination for the TAY Service Network. A Probation Community Associate (PCA) was appointed as the liaison between TAY clients, providers, and DPOs, which has enhanced referral connectivity, engagement, and communication among stakeholders. The ORJ unit also supports juvenile justice and TAY populations with capacity-building efforts like individual consultations and group convenings for shared learning and cross-system collaboration. The TAY Service Network has surpassed its service goals, and Probation will continue the circle of support to both clients and community-based service providers to ensure targeted efforts continue to address housing, behavioral health, case management, mentorship, education, employment services, and other reentry services for TAY.

Internally, the Probation has continued to focus on maximizing resources and providing equitable and relevant prevention, intervention, supervision and reentry services by restructuring units and rethinking

service strategies. For example, the processing of all in and out of custody juvenile referrals has been centralized through the Juvenile Intake Unit. One (DPO) position was purposed to prioritize processing and screening of out of custody referrals to strategically assess opportunities for informal resolution, and the Intake Supervisor is tasked with ensuring all referred youth are screened for prevention and intervention resources that may limit the impact of the juvenile justice system.

Recent enhancements to the referral screening process included expanding the Youth Early Intervention Program (YEIP) with the Public Defender's Office to also involve the Alternate Defender's Office and Independent Counsel, Inc. This change aimed to correct an inequity that had previously disqualified some youth from diversion opportunities due to attorney conflicts. Probation will assign a Probation Community Associate (PCA) to support prevention efforts via the Intake Unit. The aim is to link arrested youth who are not booked with intervention services right after their arrest to address specific needs and stability issues before their matters are formally referred to Probation for further action.

Probation is intensifying its efforts upstream by exploring early prevention strategies in teen truancy court, focusing on truant community youth at both school and district levels, with the aim of reducing truancy court referrals and disrupting escalation to delinquency. This approach includes an emerging plan to collaborate closely with the highest-referring school districts to address chronic absenteeism and implement targeted interventions before formal court involvement becomes necessary for affected youth. By working directly with families, educators, and community partners, Probation seeks to address underlying causes of truancy such as unstable housing, behavioral health challenges, and lack of access to supportive resources. By intervening early, Probation aims to promote school engagement and connect youth with services that will ultimately decrease the likelihood of deeper system involvement. Additionally, Probation is informally evaluating existing examples of truancy prevention programs and considering how to engage with districts that most frequently file W&I 601 petitions, aiming to help sooner and prevent youth from entering the juvenile justice system unnecessarily. Probation will continuously seek feedback from stakeholders to inform ongoing practices and improvements and ensure that prevention strategies remain responsive to the evolving needs of youth and families in the community.

RACIAL EQUITY: Probation and justice system partners are committed to evaluating the system and its encompassing decision points to identify areas of inequitable treatment and outcomes for youth of color. This commitment extends to working collaboratively to develop and implement tactics for engaging families, and the community to create strategies that target equitable outcomes for youth of color. The previously mentioned 2021 Report on Juvenile Justice Programs and Services highlighted continued racial disparity in the system that the county is committed to addressing. As referenced in the previous section, through an internal action planning process, Probation identified eight priority areas of focus over the coming years. Several of the priorities listed below are aligned with the existing Juvenile Justice Action Strategies identified above.

D. Comprehensive Plan Revisions

Describe how your Plan has been updated for this year.

Updates for 2025-2026 include the following:

- The most recent phase of departmental restructuring included realigning all juvenile general supervision DPOs and Community Success Pathway (CSP) DPOs throughout the county being to one juvenile supervision unit to ensure consistency in the Department's approach to equitable assessment, engagement, de-escalation and supervision.
- The previous reporting year was affected by unprecedented staffing vacancies at all levels, which particularly affected juvenile supervision strategies. Departmental reorganization of vacant positions included adding additional vacant DPO positions to the Briones Youth Academy Supervision units, the Community Success Pathway program, and general supervision for juveniles residing in central, east and west parts of the county.
- During the 2025 recruitment process, considerable attention was given to the impact of vacancies on juvenile units. New-hire assignments were prioritized to ensure consistent, efficient supervision of youth and to establish manageable caseloads and workloads for staff. In January 2025, a significant initiative to recruit and hire DPOs and JIOs commenced, resulting in several DPO recruits transitioning into new assignments throughout the Department by July 2025. At that time, twenty (20) DPO positions, or 17.5%, were vacant countywide, with nine of those vacancies affecting juvenile units where only thirty DPOs are assigned. As of February 2026, all juvenile DPO vacancies have been filled, and only three DPO vacancies remain department wide.
- Probation is intensifying its efforts upstream by exploring early prevention strategies in teen truancy court, focusing on truant community youth at both school and district levels, with the aim of reducing truancy court referrals and disrupting escalation to delinquency.
- Probation has continually made significant investments in early prevention and intervention efforts, to include the recent expansions of the Antioch Community Foundation Youth of Promise Fund and the Youth Early Intervention Program.
- Probation has improved its methods for supporting and engaging Transitional Aged Youth (TAY) to better meet their specific needs and encourage positive outcomes. In early 2025, the department reorganized TAY-related assignments and caseloads into a single unit under one supervisor. Later in 2025, referral coordination processes were insourced and enhanced by assigning a Probation Community Associate (PCA) to manage referrals, focusing on connection and engagement. This realignment has led to better collaboration, removal of barriers, and consistent follow-through.

- The JJCC has identified priorities to focus on in Plan Year 25-26.

If your Plan has not been updated this year, explain why no changes to your plan are necessary.

N/A

Part II. Juvenile Justice Crime Prevention Act (JJCPA) (Government Code Section 30061(b)(4))

A. Information Sharing and Data

Describe your information systems and their ability to facilitate the sharing of data across agencies within your county. Describe the data obtained through these systems and how those data are used to measure the success of juvenile justice programs and strategies.

In October 2023, Probation launched an industry-standard case management system in contract with Tyler Technologies for its Enterprise Case Management System. This comprehensive system has applications in both field and custodial settings and will interface with the courts, DA, and other key stakeholders.

Probation, through its ORJ and administrative fiscal teams, has initiated a department-wide Performance-Based Contracting (PBC) effort to standardize service and program data reporting and improve internal processes for data collection, management, and contract performance monitoring. Since its initial launch, the executive leadership and fiscal staff have participated in a two-day training session administered by the California State Association of Counties (CSAC), tailored to the Probation's goals and objectives for implementing PBC standards. The ORJ and administrative fiscal staff subsequently met over several weeks to examine the Probation's existing contracting and performance monitoring processes and identified ways to incorporate a more systematic approach and improve cross-unit communications. Additionally, the ORJ hosted a series of training sessions for community-based service providers, highlighting approaches to data-driven service delivery through effective program planning, the use of logic models, and the basics of evidence-based programming and implementation.

ORJ also convened contracted JJCPA-funded providers to offer a training primer of these approaches and enlisted the support of our RDA consultants to provide one-on-one technical assistance to each agency. As a result of this targeted support, each funded provider developed a logic model with aligned data indicators for each element of their services. This, in turn, helped establish updated reporting templates that accurately reflected each program's service flow while also accounting for the standard data metrics requested by the JJCC to understand trends and demographics across all programs. ORJ's data and research team will utilize the reported data to analyze the current status of service delivery across all programs, while ORJ's program staff and Probation's fiscal staff will use the information to monitor each contractor's performance and identify areas of need for further capacity-building and support.

B. Juvenile Justice Coordinating Councils

Does your county have a fully constituted Juvenile Justice Council (JJCC) as prescribed by Welfare & Institutions Code 749.22?

Yes. In the past, the JJCC also maintained two subcommittees. Those were combined into one subcommittee in 2024 and when that committee completed the items in its statement of purpose, it was disbanded in 2025. Probation remains open to subcommittees in the future when there is a clear need to move certain juvenile justice elements forward.

The JJCC will be focusing on the following priority areas in Plan Year 25-26:

- Minimizing Incarceration
- Developing Alternatives to Incarceration
- Net Widening
- The needs of Girls and Gender Non-conforming Youth

If no, please list the current vacancies that exist on your JJCC, when those vacancies occurred, and your plan for filling them.

N/A

C. Funded Programs, Strategies and/or System Enhancements

Provide details for each program, strategy, and/or system enhancement that will be funded by the Juvenile Justice Crime Prevention Act (JJCPA), identifying any program that is co-funded with Youthful Offender Block Grant (YOBG) funds.

JJCPA Funded Program(s), Strategy and/or System Enhancement:

Part III, Section C includes a comprehensive list of all JJCPA and YOBG funded programs.

Part III. Youthful Offender Block Grant (YOBG) (Welfare & Institutions Code Section 1961(a))

A. Strategy for Non-707(b) Offenders

Describe your county's overall strategy for dealing with non-707(b) youthful offenders who are not eligible for commitment to the Division of Juvenile Justice. Explain how this Plan relates to or supports that strategy.

Probation delivers services to system involved youth utilizing a continuum of proactive responses that include the use of evidence-based risk assessment tools and varying levels of supervision, out of home placements, and custodial rehabilitative programs. Case plans and rehabilitation plans are developed, and recommendations are formulated for the Court that take into account prevention and intervention strategies which focus on criminogenic needs and community safety.

Justice-involved youth remain locally in one of three programs maintained and operated by Probation: (1) the Briones Youth Academy Commitment Pathway, (2) the Briones Youth Academy Secure Pathway, and (3) the Girls in Motion (GIM) program.

The BYA Commitment Pathway serves both non-707(b) and 707(b) youth, and the Secure Pathway is reserved solely for 707(b) youth. Both the BYA and GIM are phased residential programs that offer robust, evidence-based services designed to address mental, behavioral, and cognitive needs as well as to provide education, job, and life skills. Probation and County Health Services/Mental Health

Services division have an ongoing contract that utilizes YOBG funds to provide a full-time mental health clinician for BYA and GIM.

The County has enhanced the BYA Commitment Pathway program design and delivery of the YOBG-funded treatment program to better serve the needs of the target population. The program is designed to meet the individualized needs of each youth following disposition and includes three phases: 1) Orientation; 2) Pathway; and 3) Reentry.

Orientation is provided to each youth to ensure their understanding and engagement in the program. An individualized “Pathway” is developed based on a youth’s unique, specific needs. The Pathway is developed collaboratively within the Multidisciplinary Team (MDT), including the youth, DPO, Juvenile Institutional Officer, and Behavioral Health, Medical, Education, and supportive individuals.

Following best practices, the MDT includes only stakeholders relevant to the youth’s current and actual needs while in custody. The youth may identify supportive individuals to participate in teaming, such as mentors, coaches, spiritual leaders, and/or family members. In addition to plan development, the MDT meets regularly to check in on the youth’s progress. Research also illustrates the connection between meaningful engagement and youth participation in decision-making and treatment planning, and successful plan completion.

Programming includes evidence-based cognitive-behavioral treatment classes, life-skills development, post-secondary coursework, vocational and career-technical education, and exposure to programs, services, and activities that encourage positive youth development. Additional program considerations include attending off-site educational opportunities, employment, recreational activities, home passes, and collaboration with community-based organizations, when safe, eligible, and court-approved.

B. Regional Agreements

Describe any regional agreements or arrangements to be supported with YOBG funds.

N/A

C. Funded Programs, Placements, Services, Strategies and/or System Enhancements

Continued from Part II, Section C above: Provide details for each program, strategy, and/or system enhancement that will be funded by the Juvenile Justice Crime Prevention Act (JJCPA), identifying any program that is co-funded with Youthful Offender Block Grant (YOBG) funds.

Provide details for each program, strategy, and/or system enhancement that will be funded by the Youthful Offender Block Grant (YOBG). Explain how they complement or coordinate with the programs, strategies and system enhancements to be funded through the Juvenile Justice Crime Prevention Act (JJCPA) program.

This section includes all JJCPA/YOBG funded initiatives for the 2025-2026 Fiscal Year.

JJCPA Funded Program(s), Strategy and/or System Enhancement:

Program Name: 1 Hundred Years (1HYE)

Evidence Upon Which It is Based: It is best practice to build positive relationships with youth and their families, and to help them make healthier decisions, reduce harm, and reduce recidivism.

Description: Provides juvenile reentry financial literacy and mentorship services to no less than 15 youth (the “Youth”) with priority provided to the Briones Youth Academy (BYA). The goal is to positively influence justice-involved youth formerly by building positive relationships with them and their families, and to steer them away from poor decisions to help reduce recidivism.

Program Name: A Step Forward

Program Name: Bay Area Community Resources (BACR) Prevention

Evidence Upon Which It is Based: Prevention is considered best practice because it addresses risk factors early, reducing delinquency, protecting youth development, and lowering long-term social and economic costs more effectively.

Description: BACR is contracted to provide academic and career planning services to youth at risk of engagement in violence/involvement in the justice system.

Program Name: Bay Area Community Resources (BACR) Reentry

Evidence Upon Which It is Based: Reentry services are considered best practices because they provide crucial support to youth in successfully transitioning back into the community after detention. Reentry support significantly reduces the likelihood of recidivism and improves public safety by interrupting cycles of crime.

Description: BACR is contracted to provide reentry services, including pre-release Assessment & Planning, Case Management, Career & Academic Coaching, Life Skills and Job Readiness Training, and Paid Work.

Program Name: Bay Area Legal Aid (BALA)

Evidence Upon Which It is Based: It is a best practice to provide (non-criminal) legal services to families to help navigate complex legal systems.

Description: BALA is funded to provide free civil legal advocacy services to low-income eligible youth, aged 13-26 years old in Contra Costa County, who are at high risk for entering the juvenile justice system.

Program Name: Contra Costa County of Education (CCCOE) Prevention

Evidence Upon Which It is Based: School-based services to aid youth in educational services working towards graduation, diploma, or GED.

Description: Provide one-on-one academic support services for justice-involved or at-risk youth aged 11-17 years old, who are participating in Briones Youth Academy Community Pathway program, participating in the Youth Early Intervention Program, and/or who are attending schools in the County.

Program Name: Contra Costa County of Education (CCCOE) Transitional Age Youth (TAY)

Evidence Upon Which It is Based: School-based services to aid youth in educational services working towards graduation, diploma, or GED.

Description: Provides one-on-one academic and employment support services for at-risk and justice-involved youth ages 18 – 25 who are referred through the TAY Services Network and are attending school in the County.

Program Name: Fresh Lifelines for Youth (FLY) Prevention

Evidence Upon Which It is Based: It is best practice to deliver services to youth and their families in the community to help them interrupt system involvement and develop leadership skills. It is also best practice to provide diversion services to at-risk or at-promise youth to prevent justice-system involvement.

Description: Provides one-on-one case management services focusing on education and employment guidance, resources, and connections for youth ages 11-18.

Program Name: STAY FLY

Evidence Upon Which It is Based: It is a best practice to deliver services to youth and their families in the community to help them interrupt system involvement while also developing leadership skills. It is also a best practice to provide diversion services to at-risk or at-promise youth to prevent justice-system involvement.

Description: Combines law-related education, case management/coaching, prosocial events/civic engagement, and systems and community collaboration for Transitional Age Youth (TAY).

Program Name: RDA Consulting, Inc. (RDA)

Evidence Upon Which It is Based: RDA uses the latest research and evidence-based practices to strengthen the Department's use of best practices.

Description: RDA has assisted Probation across several areas of interest, including, but not limited to, validating youth and adult risk assessment tools, enhancing monitoring practices for contracted providers, and strengthening internal continuous quality improvement practices.

Program Name: Richmond Police Activities League (RPAL)

Evidence Upon Which It is Based: It is a best practice to provide diversion services to at-risk or at-promise youth to prevent justice-system involvement.

Description: RPAL's West County Youth Diversion & Development Program (WCYDDP) is designed for at-promise youth ages 8-17 who have one or more identified risk factors. WCYDDP's goal is to reduce juvenile delinquency and involvement in the justice system among youth in West Contra Costa County. WCYDDP programming includes mentorship, life skills classes, sports and recreation, podcasting and music, STEAM activities, leadership development, employment readiness, and community-based activities.

Program Name: RYSE

Evidence Upon Which It is Based: Helping youths transition from institutional to community-based settings is a best practice.

Description: Provides Juvenile Reentry Services in West CCC to 20-25 youth at any given time who have been, or will soon be, released from custody.

Program Name: Seneca Family of Agencies

Evidence Upon Which It is Based: Wraparound services have proven to be effective in reducing recidivism.

Description: Seneca is funded to provide wraparound services to a minimum of five (5) youth and their families at any given time, upon request from Probation. Priority is made for placement avoidance/imminent risk youth, youth transitioning from short-term residential therapeutic programs in need of additional support, and 18-year-old non-minor dependents who plan to remain with the family.

Program Name: STAND!

Evidence Upon Which It is Based: It is best practice to identify the needs of vulnerable youth in the community by developing a shared understanding of healthy relationships and providing leadership skills.

Description: STAND!'s Youth Education Support Services (YESS) is a prevention and intervention program focused on providing services to youths in East and West CCC. YESS intervenes in the lives of vulnerable youths in the community to decrease and prevent teen dating violence (TDV), build conflict resolution and leadership skills, and develop a shared understanding of healthy relationships and gender roles. JJPCA funds are used to continue and expand YESS services—education, prevention, and early intervention services that support middle school and high school

students with navigating healthy relationships.

Program Name: Youth Early Intervention Partnership (YEIP)

Evidence Upon Which It is Based: Providing holistic legal services to at-risk youth before charges are filed addresses underlying needs early, prevents deeper system involvement, and promotes better long-term outcomes for young people and their communities.

Description: The YEIP team provides holistic legal services for youth who are at risk of formal youth justice system involvement but, at the time of initial contact with the YEIP attorney, have not been charged with a crime.

Program Name: Antioch Community Fund – Youth of Promise Fund:

Evidence Upon Which It is Based: A best practice in addressing the needs of the vulnerable youth is to provide programming and services within their community while also supporting the community to meet the specific needs of the population and build capacity for more impactful investments and services.

Description: The ACF/YOP Fund provides mini-grants to non-profit organizations located in and/or serving East Contra Costa County with services focusing on mentorship, civic engagement, tutoring, and leadership development. In fiscal year FY 24-25, 36 local non-profit organizations received a total of \$190,000 for a variety of projects targeting system-involved youth and youth at risk of justice involvement.

Below are descriptions of the 10 programs that received another round of funding in FY 24-25:

- **Antioch Rotary Club - We Empower Programs**
 - *Academic Success/Mentoring/Tutoring, Youth Employment, Leadership Development*
- **Beat the Streets, Inc, - Workforce Readiness**
 - *Academic Success/Mentoring/Tutoring, Youth Employment*
- **Biotech Partners - AHS Biotech Academy**
 - *Academic Success/Mentoring/Tutoring, Youth Employment*
- **Bridge Builders to the New Generation - Change the Narrative Program**
 - *Academic Success/Mentoring/Tutoring, Leadership Development*
- **Diablo Ballet, 74 youth served - PEEK Program**
 - *Academic Success/Mentoring/Tutoring, Leadership Development, Civil Engagement/Social Justice*
- **Grace of Arms Antioch - Grace Kings Young Boys Mentoring Program**
 - *Academic Success/Mentoring/Tutoring, Leadership Development, Civil*

Engagement/Social Justice, Prevention, Youth Employment

- **Hijas del Campo - Campesinx Educational Programs**
 - *Academic Success/Mentoring/Tutoring, Civil Engagement/Social Justice, Youth Employment*
- **Family Harvest Farm - Family Harvest Farm Workforce Development**
 - *Leadership Development, Prevention, Youth Employment*
- **Village Community Resource Center - After School Academy**
 - *Academic Success/Mentoring/Tutoring, Prevention, Leadership Development, Civic Engagement/Social Justice*
- **Village Keepers, Inc. - Village Keepers Rites of Passage Life Skills Training**
 - *Prevention*

The following are descriptions of the 26 programs that received ACF/YOP funding for the first time in FY 24-25.

- **The Bay Compassion - Read On! Program**
 - *Academic Success/Mentoring/Tutoring*
- **Bethel Island Children's Support - Educational Outreach**
 - *Academic Success/Mentoring/Tutoring, Youth Employment*
- **Child Advocates of Contra Costa County (formerly CASA) - CASA Volunteers Juvenile Justice Program**
 - *Academic Success/Mentoring/Tutoring*
- **Counseling Options and Parent Education Support Center (C.O.P.E) - Empowering Minds Program**
 - *Academic Success/Mentoring/Tutoring, Leadership Development, Prevention*
- **Delta Bay Impact - Mentorship Program & Family Engagement**
 - *Academic Success/Mentoring/Tutoring*
- **Families Empowered & Transformed (F.E.A.T.) - Fear-Less Triple P Positive Parenting & Teen Mentoring Program**
 - *Academic Success/Mentoring/Tutoring, Prevention*
- **Family Purpose Corporation - Academics, Accountability, and Advocacy (AAA) Program**
 - *Academic Success/Mentoring/Tutoring, Leadership Development, Prevention, Youth Employment*

- **Genesis Church - RAMP Youth Drug Prevention Program**
 - *Academic Success/Mentoring/Tutoring, Leadership Development, Civil Engagement/Social Justice, Prevention, Youth Employment*
- **Improve Your Tomorrow - IYT College Academy: Pathways to Success**
 - *Academic Success/Mentoring/Tutoring*
- **La Concordia Wellness Center - Youth Empowerment & Resilience Group Therapy**
 - *Prevention*
- **Lively Stones Agency for Change - LET'S SEEE Mentee Project**
 - *Academic Success/Mentoring/Tutoring, Prevention, Youth Employment, Leadership Development, Civic Engagement/Social Justice*
- **Mindful Life Project - Mindfulness-based social-emotional learning**
 - *Prevention*
- **Monument Impact - Elevate East County**
 - *Academic Success/Mentoring/Tutoring, Prevention, Youth Employment, Leadership Development, Civic Engagement/Social Justice*
- **NAMI Contra Costa - Mental Health Ambassador Program**
 - *Academic Success/Mentoring/Tutoring, Prevention, Leadership Development, Civic Engagement/Social Justice*
- **Newberry's BLOCK - Newberry's BLOCK (Benefiting Leagues Offering Children Kindness)**
 - *Academic Success/Mentoring/Tutoring*
- **Nunley Karate-Do – HerStoryIsMine**
 - *Academic Success/Mentoring/Tutoring, Prevention, Leadership Development*
- **Nunley's Karate-Do - Nunley's Karate Do**
 - *Leadership Development*
- **Parent of African American Collaborative Team – Ubuntu**
 - *Academic Success/Mentoring/Tutoring*
- **People Who Care (PWC) Children Association - PWC Clinical Success After-School Program**
 - *Leadership Development, Prevention, Civic Engagement/Social Justice, Youth Employment*
- **Prison From-The-Inside-Out Inc. - Prison From-The-Inside-Out EYES Program**

- *Academic Success/Mentoring/Tutoring, Leadership Development, Prevention, Civic Engagement/Social Justice, Youth Employment*
- **RCF Connects - CoCo Youth Participant to Practitioner Pathway**
 - *Academic Success/Mentoring/Tutoring, Leadership Development, Civic Engagement/Social Justice*
- **Restorative Community Solutions - Life 2 Livin**
 - *Leadership Development, Prevention, Civic Engagement/Social Justice*
- **RR Transitional Housing - Community Tutoring and Mentorship Program**
 - *Academic Success/Mentoring/Tutoring, Leadership Development, Youth Employment*
- **St. Mark Baptist Church - Life & Wellness Day**
 - *Academic Success/Mentoring/Tutoring, Prevention, Youth Employment, Leadership Development, Civic Engagement/Social Justice*
- **STAND! For Families Free of Violence - Youth Against Violence (YAV)**
 - *Prevention*
- **United Latino Voices of CC - United Latino Voices College Outreach Internships**
 - *Youth Employment, Leadership Development, Civic Engagement/Social Justice*

YOBG Funded Program, Placement, Service, Strategy and/or System Enhancement:

Program Name: 1 Hundred Years (1HYE)

Evidence Upon Which It is Based: It is best practice to build positive relationships with youth and their families, and to help them make healthier decisions, reduce harm, and reduce recidivism.

Description: Provides juvenile reentry financial literacy and mentorship services to no less than 15 youth (the “Youth”) with priority provided to the Briones Youth Academy (BYA). The goal is to positively influence justice-involved youth formerly by building positive relationships with them and their families, and to steer them away from poor decisions to help reduce recidivism.

Program Name: [Contra Costa County of Education \(CCCOE\) Reentry Services](#)

Any Co-Funded Program, Placement, Service, Strategy and/or System Enhancement:

Program Name: [University of Cincinnati Research Institute](#)

Program Name: [TalkSpace](#)