February 2019
Changes to Youth PRIDE and Discipline Policies

A strong behavior management system and effective application of incentives and consequences are essential to successful residential programming. We are committed to incentive and discipline policies that create safe and orderly facility environments in which youth can achieve their fullest potential. After listening to suggestions and concerns raised by staff, family members, and youth, we have decided to revisit both the PRIDE (Positive Response Incentive Driven Environment) and Youth Disciplinary Process policies. Our goal is to be clear, fair, and consistent.

With feedback along the way from a broad base of constituents (youth specialists and unit staff, parole officers, behavioral health staff, education representatives, family members, juvenile justice advocates, courts, and community partners), the policies have been revised and will go into effect on April 1, 2019.

PRIDE
- Increases in a youth’s PRIDE level may only happen within the Interdisciplinary Team (IDT) meeting
- When a youth is leaving orientation, the Interdisciplinary Team (IDT) determines the youth’s appropriate PRIDE level – it’s possible that it could be higher than a level 1
- If a youth has an “active” Security Threat Group (STG) designation, he will not be able to advance above a PRIDE level 1
- Decreases in a youth’s PRIDE level can occur as a result of a major rule violation, at an IDT meeting, or if the youth’s behavior warrants a decrease (typically as the result of a large number of YBIRs)
- A daily incentive will be provided to youth who meet the criteria (will be listed in an automatically generated JJCMS report)
  - The Division of Facility Support will provide a daily incentive calendar to promote consistency in incentives offered at all of the facilities
  - When incentives are food items, these MUST be consumed immediately and may not be stored for later
- PRIDE stores will offer youth the chance to “purchase” a variety of incentives, but food items will no longer be offered through PRIDE stores (food will be available through the commissary) – the only exception will be any special activities, offered off of the units, that include a special food at the activity

Youth Discipline
- All rule violations are classified as either major or minor
- The electronic Youth Behavior Incident Report (YBIR) will have additional, automatic quality improvements – for example, not being able to close the YBIR without selecting the sanction
- Unit Managers will be able to determine if a minor rule violation is not proven, supporting fairness and allowing youths’ voices to be heard so that the department has treated them fairly by, say, listening to their side of the story
- Major rule violations will result in an automatic referral to the Intervention Hearing (IH) process
- Rule violations that are not proven will be excluded from the youth’s list of rule violations that is used for purposes such as determining the youth’s appropriate PRIDE level, sharing information with the courts (using the newly-developed Facility Adjustment Summary), and reporting violations for consideration by the Release Authority

A series of weekly communication pieces will be shared with staff, youth, and families to provide more in-depth information. If you have any questions, please feel free to reach out to Kevin Shepherd, Bureau Chief of Unit Management, at Kevin.Shepherd@dys.ohio.gov.