

Joe Lombardo
Governor

Richard Whitley, MS
Director



DEPARTMENT OF HEALTH AND HUMAN SERVICES

DIVISION OF CHILD AND FAMILY SERVICES
Helping people. It's who we are and what we do.



Marla McDade
Williams, MPA
Administrator

Nevada Youth Training Center

Staffing Plan-Annual Review

April 2024

PREA standard § 115.313 requires facilities to have a plan in place that provides for adequate levels of staffing and video monitoring in order to protect youth against sexual abuse and sexual harassment. The staffing plan must be reassessed every year. This document details the annual review of the Nevada Youth Training Center's staffing plan in accordance with the PREA standard.

This review has been completed by facility administrators, including the Superintendent, Head Group Supervisor, PREA Compliance Manager and PREA Coordinator.

This annual review will assess, determine, and document whether adjustments are needed to:

- The current staffing plan;
- Prevailing staffing patterns;
- The facility's deployment of video monitoring systems and other monitoring technologies; and
- The resources the facility has available to commit to ensure adherence to the staffing plan.

Current staffing plan

Nevada Youth Training Center has established a staff-to-youth ratio of 1:8 during waking hours and 1:16 during sleeping hours per the facility's PREA Standard Operating Procedures. These ratios were established using many resources, including the Department of Justice's Juvenile Facility Standards 28 C.F.R. Part 115; the Desktop Guide to Quality Practice for Working with Youth in Confinement; the agency's statewide PREA Policy 300.09, and the Nevada Youth Training Center Standard Operating Procedure 13. This ratio allows the facility to be in the best position to prevent, detect, and respond to sexual abuse and sexual harassment.

Nevada Youth Training Center currently runs three cottages, including Forester, Indian, and Mountaineer. The Mountaineer cottage is used to acclimate newly committed youth and to refocus youth having behavioral challenges. Due to this, Mountaineer cottage has a higher staffing ratio and lower youth population than the other cottages. As needed, reducing the number of cottages is an alternative the facility could utilize if staffing shortages began to hinder the ability to maintain staffing ratios.

Prevailing staffing patterns

Nevada Youth Training Center is committed to best practice and meeting PREA mandated staff-to youth ratios of 1:8 during waking hours and 1:16 during sleep hours. As a matter of practice, the facility strives to have an extra staff scheduled during all shifts to respond to emergencies, watch youth in isolation, and

relieve staff, as needed. When deviations occur, Nevada Youth Training Center documents time spent out of compliance via the Deviations from Staffing Plan Report. This is documented on paper or via the web-based case management system. The use of overtime and other qualified non-direct-care staff will continue in order to fill-in staffing gaps.

A pending pilot program will house up to 16 female youth at Nevada Youth Training Center in the Reception and Classification (R&C) cottage. This program will be initiated once the facility can support the staffing ratios within this plan, to cover the additional youth. Female youth will be housed and programmed separately from male youth.

Video monitoring systems and other monitoring technologies

In February 2024, DCFS identified funds through The American Rescue Plan Act (ARPA) that will fund a fixed surveillance camera system at NYTC. The project is estimated to be completed by November 2024, prior to NYTC's federal PREA audit. This camera system will provide valuable information and evidence for future PREA investigations and will bring NYTC in compliance with PREA standard 115.313 Supervision and monitoring.

Additional resources the facility has available to commit to ensure adherence to the staffing plan

In addition to PREA staff training at hire and annually, Nevada Youth Training Center staff receives ongoing LGBTQ+ training to ensure the facility is a safe environment for LGBTQ+ youth. NYTC has a certified trainer that provides required training to all new staff and provides refresher training as well. In addition, we train Trauma-Informed Care so that staff realizes the impact of trauma and understand potential paths for recovery, recognize the signs and symptoms of trauma in clients, responds by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively resist re-traumatization.

Signatures:

Chester George Digitally signed by Chester George
Date: 2024.03.22 09:21:18 -07'00'

Chet George, Superintendent

Karen Brinkmeier Digitally signed by Karen
Brinkmeier
Date: 2024.03.21 15:43:08 -07'00'

Karen Brinkmeier, PREA Compliance Manager

Cindy Casselman Digitally signed by Cindy
Casselman
Date: 2024.03.21 15:35:16 -07'00'

Cindy Casselman, PREA Coordinator