

Juvenile Justice and Delinquency Prevention Commission San Mateo County, California

Juvenile Hall and Camp Inspection Report

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Facility Name: Camp Kemp Date of this Inspection: 7/27/15

Address: 400 Paul Scannell Drive Date of Last Inspection: 9/19/14

Contact Person: Rod Moore and Ms. Jehan Clark Facility Capacity: 30

Phone Number: 650.312.8970 (Moore); 650-312-8858 (Clark)

Presiding Juvenile Court Judge: Judge Cretan

Average Population: 10 resident, 5-6 Girls Empowerment Program (GEP, described below)

Current Population: 12 resident, 3 GEP, one Camp Kemp girl is currently in the Hall

Commission Inspection Team: General Inspection Team: Michele Gustafson, Susan Swope; School Inspection Team: Irv Rollins, Susan Swope, Valerie Gibbs

Documents Reviewed

Fire Inspection Report: Yes No Date: 1/15/15 (minor issues, 1 sign out)

Health Department Report: Yes No Date: 3/7/14

Medical Department Report: Yes No Date: 3/7/14

Environmental Health Report: Yes No Date: 10/16/14

Nutritional Health Report: Yes No Date: 10/1/14

Facility Safety/Security Report: Yes No Date: 7/18/15 (done monthly)

Policies & Procedures Manual Yes No Date: 12/21/2009 (w/addenda)

Youth Orientation Materials Yes No Date: undated, but up-to-date

Grievance Logs Yes No Date: ongoing (reviewed from 6/14)

Serious Incident Reports Yes No Date: ongoing (reviewed from 1/15)

Comments: Because Camp Kemp has only been open to overnight use since January 12, 2015, some of the reports were specifically for the Youth Services Center. Camp Kemp had its Fire Inspection Report and Facility Safety/Security Reports updated in 2015 for purposes of overnight stays. Facility

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Since Last Inspection

Number of Suicides: 0 Number of Suicide Attempts: 0

Number of Escapes: 0 Number of Escape Attempts: 0 (2 AWOLS)

Number of Deaths: 0 Number of Serious Injuries: 0

Comments: There were two AWOLs from home passes; both eventually came back

Staffing (Section 1321, 1328) (See Also ATTACHMENT 2: STAFF INTERVIEW WITH CAMP KEMP COUNSELOR)

Staffing Overview: Camp Kemp has 14 FT staff and 10 Extra Help

Staff to youth ratio: Awake (at least 1:10): 1:10 Sleeping (at least 1:30): 1:15

How, when and how frequently are safety checks conducted? (Section 1328) (There should be direct visual observation of youth at least every 15 minutes during hours when youth are asleep or when youth are in their rooms, confined in holding cells or confined to their bed in a dormitory) _____

Every 15 minutes, 24/7

How is staff backup handled during grave-yard shift? They call YSC. YSC calls them once every hour, and visits them twice during the graveyard shift. If staff needs assistance, YSC will send staff

Language support provided in: English, Spanish, Cambodian, Arabic through the BHRS translation service. Staff speaks English and Spanish.

Describe general staff and youth interactions: Each girl is assigned a counselor who talks with them at least once or twice a week. Each counselor has from one to three girls.

Describe the diversity (ethnicity, language, gender) of staff: 14 Staff members. Most are women. Only 2 men. Ethnicity of staff: While, Latino, Black, Pacific Islander, Japanese.

Describe training of staff (Section 1322): They are all required to do PC 832, CORE (Title 15 -- 160 hours). They have a 40 hour break-in training at Camp Kemp (shadow/reverse shadow). There is a checklist that the GS3 lead staff signs off for each staff. Additionally, staff get 24 hours training annually.

Does staff have access to a written Policy and Procedures manual? Yes No If "No", explain:

If "Yes", does it meet the requirements of Section 1324? Yes No

Comments: The Policies and Procedures Manual was last updated in 2009, so it's mostly compliant, but there are some minor gaps. Addenda have been added over the years to address some of the major

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changes in Section 1324. Recommend that Probation and Programs refer to Title 15 sections 1324, 1352 to evaluate compliance of the Policies and Procedures Manual.

Conditions of Grounds and Building Exterior

Lawns: Acceptable Unacceptable: considering drought

Playing Fields: Acceptable Unacceptable:

Blacktop: Acceptable Unacceptable:

Paint: Acceptable Unacceptable:

Blacktop: Acceptable Unacceptable:

Roof: Acceptable Unacceptable:

Drains and Gutters: Acceptable Unacceptable:

General Appearance: Acceptable Unacceptable:

Comments: Staff would like an ice machine in the kitchen. Definitely need more parking. Need better lighting in the parking lot so that staff and visitors can see and feel safe at night.

Condition of Interior of Building

Walls: Acceptable Unacceptable:

Paint: Acceptable Unacceptable:

Floors: Acceptable Unacceptable: Except kitchen & dining room floors are sticky, need to be stripped

Ceilings: Acceptable Unacceptable:

Drains: Acceptable Unacceptable: A few issues with shower drains backing up

Plumbing Fixtures: Acceptable Unacceptable:

Air Vents/Heating/Windows: Acceptable Unacceptable: Had a broken belt, causing heating malfunction but has been fixed.

Describe storage of Cleaning Fluids/Chemicals: Locked in a closet inside a locked closet

Weapon Locker Location: Acceptable Unacceptable: outside the building. Rarely used. Officers usually leave their guns in their vehicles.

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Recreation/Sports Equipment: Acceptable Unacceptable: Just got new equipment ~ 6 months ago.

Sleeping Rooms: Acceptable Unacceptable: _____

Are Art, Books, Personal Items Allowed in Rooms: Yes No Explain policy: Pictures, letters, up to 5 books, poster, stuffed animal, 1 knitted item (scarf, beanie). All toiletries locked up. Each girl has a caddy. These policies are posted in the living areas so that the girls are aware of the limits.

Court Holding Area (access to water and toilet?): Acceptable Unacceptable: NA

Is there graffiti present: Yes No _____

Bedding Acceptable Unacceptable: _____

Are clean sheets provided at least once a week? Yes No

Does each bed have a mattress, pillow, sheets and a blanket? Yes No

Are there ample blankets: Yes No: Up to 4. Fresh every other week.

Study Area: Acceptable Unacceptable: Girls use the common area and program room to study

Adequate Lighting: Acceptable Unacceptable: Interior lighting is good, need more lights in the parking lot

Temperature: Acceptable Unacceptable: There were numerous grievances about temperature (too cold). This was due to a broken belt in the heating unit and has been fixed. Temperature was comfortable

Are Hallways Clear? Yes No

Any Doors Propped Open? Yes No _____

Comments: The facility is very nicely maintained. The classrooms, dorm rooms and common areas are pleasant. The reception area is welcoming and pleasant. As noted above, the biggest facilities asks are (1) more parking, (2) better lighting for the parking area for staff and visitors leaving the building at night, (3) stripping the floors in the kitchen and dining room to alleviate the stickiness, (4) icemaker in the staff room.

Intake and Release Procedures

Are there written policies on classification of youth for the purpose of determining housing placement in the facility? (Section 1352): Yes No

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Explain: Girls come from Pine 4 in the hall. They are classified on intake there and the Camp gets a heads up from the Pine 4 staff. There are weekly multidisciplinary staff meetings. Can adjust housing. Once at Kemp, each girl is assigned a counselor, given a Kemp passport and a copy of the rules.

Are there written policies for release of youth from custody? (Section 1351): Yes No

Explain: A week or two before release a girl meets with counselor, therapist, and PO to plan (transition meeting). This is documented in the Operations Manual. Some of the procedures seem less formalized. Property return, for example: property is kept up at YSC and comes down to Camp Kemp the week of the girl's release into Phase II (girl is still attending Kemp for school and counseling, but is released home at Phase II). Once the girl is released, YSC admission is notified.

Are there written policies for addressing the separation of youth? (Section 1354) Yes No

Explain: Separation of the youth is based on staff observations. There are no written policies.

Are youth held for more than 30 days provided an assessment and plan? (Section 1355) Yes No

Explain: This is part of orientation. The assessment and plan is developed by MDT (multi-disciplinary team)

Are there written policies ensuring the availability of counseling and casework for all youth? (Section 1356) Yes No

Explain: Described in handbooks for the girls and their parents. They are discussed with youth in orientation. Each girl is assigned a counselor and a therapist.

Orientation of Youth (Section 1353)

Are youth oriented to the rules and procedures? How? Yes No

Explain: Once the girl gets to camp, she received orientation with her family within a week of residence and before starting the Girls Empowerment Program (GEP). Each girl meets with staff to go over the general rules. Each girl gets a "passport" with goals she is going to work on with her counselor.

Are rules and grievance procedures posted? Yes No

Explain: Rules are posted in the central area of the dorm.

What is in place to ensure that these rules and procedures are understood by youth? Handbook, interactions with staff, especially weekly meeting with counselors.

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Interviewed Youth: Yes No Details: Commissioners interviewed several girls regarding grievance procedures and rules. The girls all agreed there were many rules. Some of them believed there were too many rules, but most understood the need for the rules. They

Meals/Nutrition (Sections 1460-1467)

Kitchen (Section 1466: clean, knives and chemicals locked): Acceptable Unacceptable: _____

Have the youth working in the kitchen been trained? (Section 1467): Yes No

Details: More experienced youth teach newcomers, supervised by staff. Several girls reported finding hair in the food, so it might be necessary to make sure the kitchen staff are securing/covering hair.

Are meals served cafeteria style? Yes No Details: Measured out onto trays. Picked up by girls

Are youth permitted to converse during meals? Yes No Details: After the 1st 5 minutes

Are staff present and supervising during meals? Yes No Details: All staff on that shift

Are weekly menus posted? Yes No Details: Menus are posted on the unit

Are servings ample, nutritious, appetizing (Section 1461)? Yes No Details: They were ample today—spaghetti, fresh salad, and canned peaches. Tasted ok. Didn't look very appetizing both because of the tray and the spaghetti being all chopped up. Some girls ate; others did not. Some concerns expressed by some girls that pregnant teen wasn't eating properly (however, one pregnant teen reported being satisfied with the food, except for finding hair in the food once).

Vulnerable youth protected from having food taken from them? Yes No Details: Staff serve the trays, the trays stay at the window until they are picked up, all of the portions are measured out.

Length of time allowed to eat (should be at least 20 minutes)?: ~ 30 minutes

Mealtimes (no more than 14 hours between meals without a snack)

Breakfast: 8 am Lunch: noon Dinner: 4:30 pm

Comments: They get a snack at 8 pm. Fresh fruit is always available.

Personal Appearance of Youth

Overall appearance: Acceptable Unacceptable: _____

Showers (Section 1468: daily, privacy, supervised): Acceptable Unacceptable: _____

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Condition of clothing (Section 1480-1482: clean, fit, etc.): Acceptable Unacceptable: _____

Clothing appropriate to current weather: Acceptable Unacceptable: _____

Comments: _____

Programs (Sections 1370-1378)

At least 3 hours of recreation, programs and exercise during the week including at least 1 hour of large muscle activity and one hour of daily access to unscheduled activities (such as reading, television, radio, music, video and games)? Yes No Comments: At the time of the inspection, Yoga was part of school and the girls were given PE credit for it. Because of therapeutic groups being offered, Camp Kemp was not always able to find time to offer LMA every day. Since the inspection, this has been rectified: the staff will run an exercise program, allow the girls to play sports outside (i.e., basketball or football), or they are allowed to follow a workout video for at least an hour daily.

At least 5 hours of recreation, programs and exercise on Saturday, Sunday and other non-school days including at least 1 hour of large muscle activity and one hour of daily access to unscheduled activities (such as reading, television, radio, music, video and games)? Yes No

Comments: Drumming (they personalize their drums and take them home), hip hop, poetry, air hockey, knitting. CASAs come in to do projects, e.g., cooking, take them on outings. Mary Kay Lady comes 1x month.

Access to Religious Services (Section 1372): Acceptable Unacceptable

Describe: Bible Study on Tuesdays and Catholic service on Sundays. Christian (non-Catholic) services are offered every other week. Haven't had any requests for non-Christian services.

Are youth who do not want to attend religious services offered an alternative? Yes No

Describe: Girls are offered the option of quiet free time

Volunteer Program: Yes No

Describe: Nothing formalized but volunteers are welcome to come to Kemp with productive projects. CASAs may come to offer programs (cooking projects and outings); Mary Kay comes in; Hip hop program is run by volunteers; the knitting and drumming programs are run by volunteers. Special activities like those run by volunteers are documented in Camp Kemp's newsletter (which obscures the faces of all of the Kemp residents – good!)

Family Reunification Planning: Yes No

Describe: Group & family therapy, multi-family group, family night, home passes, family visits

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Substance Abuse Counseling: Yes No

Describe: AA, NA, GEAR (therapeutic group)

Other Counseling Services: Yes No

Describe: Star Vista, RTS (Rape and Trauma Services), BHRS (Behavioral Health & Recovery Services)

Victim Awareness Classes: Yes No

Describe: Available off site from Star Vista, not on site.

Gang Awareness Classes: Yes No

Details: Haven't needed at Girls' Camp

Sexual Harassment Classes: Yes No

Details: Part of sexuality group, also RTS

Parenting Classes: Yes No

Details: Weekly. Pregnant girl paired with public health nurse.

Vocational Classes: Yes No

Details: Culinary class planned

Work Program: Yes No

Describe: Not an external work program. Internal work consists of KP and laundry helper for life skills and additional responsibilities.

Other Social Awareness Programs (Section 1378): Girls volunteer at ASPCA, Wildlife Associates, Habitat for Humanity, and Second Harvest Food Bank. Also, Today for Tomorrow is offered

Under what circumstances can programming be suspended? Programming is mandatory. It cannot be suspended. If there were a safety issue or a medical issue (like an outbreak), programming might be suspended (this has not happened). Also if there are staff issues or transportation issues, off-site programming may need to be cancelled for a particular youth.

How many days since last inspection has programming as a whole been suspended? none

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Discipline of Youth (Section 1390, 1391)

Describe the discipline process of youth: If there is a rule violation, the girl gets a ticket (1-2 hours room restriction). If a girl gets in trouble a lot, she might be assigned an essay or suspended from activities. She might get 24-48 hours in YSC, or be put on a special program for a week (e.g., no movies)

How many incidents were there requiring use of force since the last inspection? (Section 1357): 1

Details: Had to stop an attack of one girl on another girl by restraining and handcuffing the aggressor.

How many incidents were there requiring use of physical restraints since the last inspection? : 1

Details: Same incident as above

How many incidents were there requiring use of safety room since the last inspection? N/A

Details: Camp Kemp does not have a safety room. There is a therapy room for times when the girls need mental support or counseling.

Are all incidents which result in physical harm, serious threat of physical harm, or death reported in writing? Yes No Explain: They would, but they haven't had any.

When are searches of youth conducted (Section 1360)? When leaving for or returning from a home pass. After family visits, searched before returning to the dorm. "Room burn" (random searches)

Comments: Once a week, they search a dorm ("room burn")

Grievances (Section 1361)

Describe the Grievance Process: Acceptable Unacceptable: The grievance form is in the dorm as is the locked grievance box. Girls put grievances in locked box. Mr. Moore retrieves the grievance, speaks with the girls and staff involved to find out what's going on. Mr. Moore follows up with the girl to find out if she wants to appeal.

Number of grievances since last inspection: ~40 since October 2014

Trends and/or Comments: One theme is that the staff are disrespectful or rude to the youth. One counselor appears frequently. She is new and Mr. Moore has counseled her.

 In general, the forms do not record the resolution following Mr. Moore's talks with the girl and staff. Another brief trend seemed to stem from a change in bedtime and inconsistent application of the new

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rule. The form has a checkbox for "appeal" or "no appeal" to indicate whether the girl decided to appeal the resolution. On the grievance forms, neither of these boxes is checked.

Correspondence (Section 1375) / Telephone (Section 1376)

Access US Mail? Yes No Details: _____

Postage Free? Yes No Details: _____

Is incoming/Outgoing Mail screened? Yes No

Details: Screened unless it's legal mail. Can't receive mail from anyone incarcerated or on probation.

Provisions for Confidential Correspondence: Yes No

Details: Look for letterhead. Confidential is CASA, lawyer, probation officer, health care provider

Access to Telephone? Yes No

Details: Twice a week on Mondays and Fridays. Calls limited to 8 minutes with parent or guardian, CASA. Probation officer can approve others, if needed. There is no time limit to talk with attorneys or POs.

Comments: No additional comments

Visiting (Section 1374)

Visiting Schedule: Weekdays Wed 6-7 & 7-8 pm Weekends Sun 12:45-1:45 & 3-4 pm

Girls can have 2 visits per week. CASA visits are not included in the 2-visit limit

Adequate Space: Acceptable Unacceptable: in programming room near front door

Staff Supervision: Acceptable Unacceptable: from front desk

Privacy Provided: Yes No Details: Separate room to meet with attorney, CASA or therapist

Do all youth have access to visitation? Yes No Details: Visitation is never taken away

Under what circumstances would visitation be restricted? If visiting parent/guardian breaks rules by bringing in contraband or if a visitor triggers the girl such that the visit is more detrimental than helpful. Note that one girl said that this practice wasn't necessary and didn't happen at YSC. Did not like having visits ending even if they made her upset.

Are visitation logs kept? Yes No Details: Anyone who comes into the facility must sign in

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School (Section 1370) (See Also ATTACHMENT 1: SCHOOL SUPPLEMENT)

Number of Full-Time Instructors: 2 Number of Full-Time Instructional Aides: 1

Frequency of Substitute Teachers: <1/week Number of youth attending School: 18 – 20 (currently 10 residents, 5-6 GEP), with approximately 30% having IEPs.

Average Classroom Size: 6-8 Max Classroom Size: 20

Girls are in two groups based on their ability, with 6-8 girls in each group. Students may be moved based upon group dynamics. The teachers have established positive relationships with their students and are committed to building the confidence of their student in the ability to learn.

Number of youth on directed study: 0 Reason: _____

Number of youth not attending school: 0 Reason: _____

Describe the general atmosphere of the classrooms: Students appeared to have a positive relationship with their teachers/staff and were actively completing classroom assignments. The summer school environment is relaxed and informal.

Adequate Supplies, Books, Paper, Computer? Acceptable Unacceptable: The school is well-supplied with instructional materials. Materials are ordered 4 times per year. Both classrooms have smart boards.

Access to Computers/Internet? Yes No Details: Camp Kemp in line to have wireless data ports to be installed by SMCOE IT. Barracuda software is used to restrict access to inappropriate internet sites. Supervision is on-going. There are 7 desktops in the lab and 4 mini iPads.

Describe the relationship between school and juvenile hall staff: Positive and collaborative.

Describe access to school, recreation, etc. for youth confined to their rooms: Students are engaged in a range of school and recreation activities. Disruptive students are sent to the YSC for 24 to 48 hours

When is school held on the unit instead of in the classroom? Never

Comments: Camp Kemp School serves young women on the grounds of the Youth Service Center. The environment is clean and orderly. Student work and projects are displayed in classrooms. The gym is modern and used for yoga instruction. The school is fully wired for the internet and the teachers reported that the technology is regularly used for instruction and student research. Camp Kemp, along with sister schools, Hillcrest and Camp Glenwood, are in the process of acquiring WASC accreditation.

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Instructors teach two subjects. Part-time staff includes special education. Teachers hope to provide some college prep classes in the near future.

Girls garden in their assigned raised boxes twice a week. The library is full of books now. Well used. There are individual learning plans for each student, even those who don't have IEPs. It is developed the first week the girl is in residence. It includes a plan for re-entry to regular school. They involve the student in developing the plan. The goal is to ensure appropriate school placement.

Medical Health Services (Section 1400-1439)

Describe the Health Services Staffing (number, qualifications): Medical services are based out of the YSC facility up the road. One assigned nurse visits weekly to handle regular medical requests and to check medications.

Describe Physical Health Screenings (Section 1430, 1432) (confidential, trained staff, access, etc.):

Screening is done while they are in YSC. The screenings are done Thursdays and Fridays.

Describe availability of Medical Health Services (how do youth request/receive care)

Youth fills out a medical request then a nurse visits weekly for routine requests, will come down to Camp if it is a more urgent request.

Describe availability of Dental Services (maintenance, for emergencies)

Available at YSC once a month. If resident has insurance or private doctor, staff take them there or the girl can schedule dental care on home pass, if she's eligible.

Describe Medication Access & Distribution (Section 1438, 1439): Distributed am and pm by lead staff. They maintain a medical book that outlines who get what medications.

Describe 24/7 on-call emergency medical and health services: No one on site between 11 pm and 7 am. If medical care is necessary, they call 911. Staff will accompany the youth to the ER.

Comments: One of the girls has asthma, coughs, has trouble breathing. Her inhaler doesn't work. She hasn't seen a doctor and it was unclear whether she had asked to.

Mental Health Services (Section 1437)

Describe the Mental Health Staffing (number, qualifications): Provided by BHRS (1FT, 1 intern) and Star Vista (3FT, 3 interns). They have a Masters in psychology. Most are marriage/family counselors.

Describe Mental Health Screenings (confidential, trained staff, access, etc.):

Girls are assessed by BHRS while at YSC (formerly done by Star Vista) where they conduct an ACES assessment. They don't do assessments at Camp Kemp.

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How is crisis intervention handled? Very rare. Did happen a couple of months ago. The therapist on duty (ODs) will be called to address the problem and come in if necessary. They take any 5150s to Choate and a staff member will stay with the girl unless/until medical staff take custody. A supervisor has to approve the transfer.

What therapy services and preventative treatment is offered? They have individual, group, and family therapy. They develop a treatment plan for each girls that tries to meet the girl and her family where they are at. They have 60 days to diagnose and develop a treatment plan. They begin working with a girls within a week of arrival.

Does the facility have a suicide prevention plan (Section 1329)? Yes No Details: They developed a protocol with Star Vista. The therapist would be notified and decide what to do. In the meantime, the girl would be under ongoing supervision.

Describe the 24/7 on-call mental health services: Star Vista is at the facility until 5pm. BHRS has after hours therapist on call at all times, who talks with the girls and decides what action is appropriate.

Comments: One of the girls reported that she has PTSD/anxiety/panic attacks. Her therapist wouldn't change her meds for 4 months. She just increased her dosage and she kept having the same issues. Finally she changed them and she's better now.

When a resident wishes to adjust her medications, she usually expresses those concerns with her therapist (BHRS, Star Vista or RTS) and with the psychiatrist. The psychiatrist is the one who actually makes changes to medications. She usually comes to Camp Kemp once a week and checks-in with the girls, particularly the girls about whom the therapist contacts her with any concerns/issues.

Overall Impressions, Comments, and/or Concerns

General comments or concerns that should be noted, that haven't already been addressed.

The program is well run and the facility is very pleasant-looking. The supervisory staff and lead staff genuinely care about the residents and running the program as best they can. The girls feel there are a lot of rules but seem to understand why they exist, despite expressing resentment about the application of the rules. Several girls pointed out that the counselors they responded best to were the ones who are good at explaining why the rules existed and applied them fairly. Other girls stood up for the counselors and wanted to be clear that the staff went out of their way to make Camp nice for them, giving them excellent programs and creating incentives like a canteen store where the girls can spend Camp Kemp bucks on little extras (like scented lotions). They appreciated the staff taking the time to throw events like BBQs and for making Family Nights fun.

For concerns, please see above comments regarding facilities (more parking and more lighting in the parking lot needed, plus floors in kitchen and cafeteria badly need the wax stripped due to stickiness, etc.). Additionally, it would be good to make sure the girls feel like their grievances are heard and acted upon. Sometimes they feel like they are being talked to about the grievance, but not that there was a resolution

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involving the staff. The grievance form should have a signature reflecting whether the girl decided to appeal or not.

The girls were universally critical of the amount of yoga programming during the week. The Week Day Schedule provided to the Commission lists Yoga on Monday (1 hr); Yoga and Art on Tuesday (45 mins); Yoga on Wednesday (1 hr) and Yoga on Friday (1 hr). It might be good to reevaluate the amount of yoga offered or refocus the yoga class so that it is more interesting to the girls, or its benefits more apparent.

Summary: Overall impression of the program, areas of concern and areas of excellence:

Camp Kemp is an excellent program. Staff's interactions with the residents appear to strive to emphasize the girls' strengths and to broaden their knowledge and experience so that they are better prepared to thrive in the community. The programs that Camp Kemp offers appear to serve the girls' therapeutic needs (AA, NA, RTS, Music Therapy, Grief and Loss); their need for skills and knowledge (Living Essentials, GEAR, FLY, Book Club); and new experiences (Knitting, Drumming, Hip Hop, Yoga). It is clear that the staff is encouraged by supervisors to find opportunities to get the girls out of Camp and into the community engaging in positive group activities. Several of the girls gave high praise for the staff and the quality of the programs offered, especially RTS, Living Essentials, and some of the supplemental efforts the staff undertake to make the girls' experience worthwhile and transformative.

The staff have expressed concern for the girls who have graduated the program and who may continue to face challenges in the community that may jeopardize their ability to find safe housing once they are off of probation. Staff would like to investigate a way to provide respite care (similar to that which they provide for girls who are in Phase 2 or 3 of the program) to girls who have graduated Camp Kemp and are off probation but who would still like to come back temporarily.

As with all programs involving youth, the Commission encourages Camp Kemp to continue to implement the program as a therapeutic one, rather than a punitive one. Continued staff training on youth interaction, and meaningful follow up on grievances, would help continue to build trust and rapport with the residents.

The Commission commends Camp Kemp for acquiring wireless technology for its educational facilities and for encouraging college and college-prep. It continues to be concerned, however, about the lack of WASC accreditation (recognizing that conditional WASC accreditation is currently in place), as this can negatively impact college-bound students if 4-year colleges do not recognize credits earned in the Camp Kemp school.

Signature of Commissioner(s) preparing this report:

Michelle Gustafson

Date: 12/8/2015

Susan Swape

Date: 12/8/2015

Eric S. Rollins

Date: 12-8-15

Valerie Gibbs

Date: 12-8-15

ATTACHMENTS

ATTACHMENT 1: SCHOOL SUPPLEMENT

How/Where do students receive instruction when school is over-crowded or it is raining?

All instruction occurs in classrooms; seldom to never in residence units.

How many minutes of instruction per week do students receive?

All students receive the required minutes of instruction as stipulated in the California Education Code.

Do students attend school within three (3) days of placement?

Students enrolling in Camp Kemp School from San Mateo County benefit from an immediate electronic transfer of student records. (School transcript and required instructional modification in order to accommodate the educational needs of the student; i.e., English-Language and Special Education requirements.) It is the goal of the school to enroll and to develop an Educational Plan for all students within 3 days of placement.

How are limited English-speaking students identified and served? How soon are these services provided once the student has been identified as non English proficient.

English-Language proficiency status is identified upon enrollment for all San Mateo County residents. Students are assessed in order to identify their English-Language proficiency if this information is not readily available from the home school district. All instructors are trained and qualified to provide instruction for students with limited English-language proficiency.

Propose areas of Commendation and improvement for the school program.

Commendation: Camp Kemp is an exemplary program, facilitating social, emotional, and educational growth for students. The school program is further commended for establishing a partnership with San Mateo Community College to facilitate and support college entrance.

Improvement: It is recommended staff include students in a review of the yoga program to ensure that student interests and physical exercise needs are met in the physical education program. Some students said they were tired of yoga.

An ability to read, calculate and spell within the average range for the student's age is central to acquiring vocational skills and or to successfully complete high school. It is therefore recommended that the Individual Learning Plans developed for students be modified to include, by percentile, current levels of mastery of basic skills; reading, spelling, and mathematics.

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Ask students about their school experience while attending Court Schools.

- ***What are you studying?*** Students receive instruction in the core curriculum (math, science, English, and social science) and were engaged in science and math activities when observed. One student reported that she already knew the material being taught.
- ***Compare the Court School program to that of your home school.*** Generally most students found instructional levels to be appropriate. However, some students felt that the curriculum and teacher expectations were less rigorous than at their home schools.
- ***What do you like about the Court School?*** All students interviewed expressed pride in their academic achievement, be in in mastery of the basic core curriculum or acquisition of credit toward graduation. Students also reported that they appreciated that their court school teachers care about them and pay attention to their needs, making a difference in how they feel about school and their achievement.
- ***What do you miss about your home school?*** Most students reported missing their friends.
- ***How could your Court School experience be improved?*** Some students recommended adding additional supplemental (enrichment) classes along with the core program.

ATTACHMENT 2: STAFF INTERVIEW WITH CAMP KEMP COUNSELOR

1. **Why work here?** Staff used to work at a residential program for girls in crisis. She loves this population at this age. It's such a huge time of transition. She likes to be something stable in their lives.
2. **Role:** To be a strong role model. To be there for the girls and help them out. To set boundaries and hold them accountable.
3. **How policies are communicated to her:** There are staff meetings. New policies are brought up there and discussed, signed off on. There is a manual. Both Mr. Moore and Ms. Clark are good about encouraging staff to speak their minds. Staff concerns are addressed, not ignored.
4. **Issues/challenges:** She has none. Just the opposite. They make it easy for staff to do what they are supposed and need to do, and not stray from that.
5. **Interactions with partner agencies:** We have great collaboration. The other agencies are onsite. Teachers, in particular, have worked hard to be part of the community. Star Vista and BHRS are both on site. They have a nutritionist talk to the girls. Medical is here weekly. They just had an interagency staff retreat so we could get to know one another better.
6. **Interactions with Girls:** She feels she has a good rapport with the girls, that they feel they can talk to her.
7. **Interactions with Supervisory Staff:** She has a very good relationship with them. She's open to feedback. If she has concerns, she feels they will hear her out and do something about it. It's friendly, but professional.
8. **Programming:** NA, AA, book club, art program, writing assignments, gardening (they use what they grown in the kitchen), drumming, yoga, basketball camp, boxing gym, Farmers Market, ration station, cooking programs, hygiene, manners, life skills. She would like to get Fitbits for the girls, but they need more money to do more things. They are always looking for donations.
9. **Youth Trends:** Bullying. Gangs are not much of a problem. A few girls are involved. She wishes they had the funding to implement a program called Be the Change. It's an amazing program.
10. **What do you like/would you change?** There's never a dull moment. Always something new. She doesn't always understand the new lingo (checks it out on Google which helps). It's great when they're having a good time, laughing, safe. When something disappointing happens, they try to love them through it with appropriate consequences.

She'd really like to have more funding to implement more programs like Be the Change, maybe take the girls to different restaurants to expose them to different cultures.

This is an awesome program—not just punitive. Has aftercare, mental health. It's well-rounded.