

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

FACILITY NAME: Camp Kemp FACILITY TYPE AND CAPACITY: Girls Camp Facility; rated capacity of 30
FACILITY ADDRESS: 400 Paul Scannell Drive, San Mateo, CA FACILITY PHONE NUMBER: 650-312-8970
FACILITY MANAGER INTERVIEWED: Harold Mayburry and Chadie Galera STAFF INTERVIEWED: Damon Lynch
COMMISSION CHAIR: Toni Barrack and Debora Telleria (sanmateojjdc@gmail.com) COMMISSION INSPECTORS: Rebecca Flores (on-site) and Michele Gustafson (virtual) PRESIDING JUDGE: Judge Susan Etezadi
INSPECTION DATE: August 12, 2020 (on-site) LAST INSPECTION DATE: July 10, 2019
*See attached appendices for further description of facility and program.

EXECUTIVE SUMMARY

COMMENDATIONS	
Comments:	<p>The Camp Kemp program, which has a residential component and a school component (called “Girls Empowerment Program” or GEP) is an excellent program that gives youth a significant opportunity to learn and grow in a safe, supportive environment. This program can be critical to helping a youth to process and recover from trauma. The staff is caring and dedicated to the mission of the program. This is a game-changing program for the youth who are selected to participate in it and the Commission fully supports the Camp Kemp residential program and GEP.</p> <p>Youth report that they enjoy Camp Kemp and have found it beneficial. Camp Kemp is a very welcoming and supportive space for youth and we would like to recognize the staff for the great job they are doing in caring for the well-being of the youth at Camp Kemp. Staff have also reported that youth will ask to come back early from home passes if they are feeling unsafe or unsure that they can make good choices, which demonstrates the incredible impact that the program has on the residents. Choosing to come back to Camp before strictly required to means that it is a safe, welcoming space where youth feel supported.</p> <p>Additionally, the Commission would like to commend the staff for their flexibility and vigilance during COVID restrictions. Staff and administration have done a great job adjusting to COVID-19 procedures.</p>

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

RECOMMENDATIONS

Comments:	<p>In April 2020, Camp Kemp began transferring youth to the YSC in the evenings. The Commission was not informed of this development. We understand the budgetary rationale behind the change and have since clarified that this is being done in a fashion that minimizes retraumatizing youth and any contact with girls housed on Pine 4. However, this is a major change to the implementation of the program, thus the Commission should be informed in the future of changes impacting the housing of the youth or other significant changes. Additionally, transporting the youth back to juvenile hall is not ideal and we recommend that the youth be housed at the dormitory again once the program has more residents.</p> <p>We also recommend that showers should be cleaned and power washed on a more regular basis to avoid bacteria build up.</p>
-----------	--

DOCUMENT REVIEW

LOCAL COUNTY INSPECTIONS

REVIEWED:	YES	NO	N/A	COMMENTS:
County Building Inspection	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Fire Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Public Health-Nutrition	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Public Health-Medical / Mental Health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Public Health-Environmental	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

OTHER DOCUMENTATION

REVIEWED:	YES	NO	N/A	COMMENTS:
Grievance Forms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Serious Incident Reports	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There haven't been any serious incidents for the past two years. No staff or youth injuries.
Medical Screening Forms (Intake)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Updated to include screening for COVID-19. All youth are isolated on intake for 72 hours but may have video calls with family.
Youth/Parent Orientation Materials	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reviewed Parent/Youth Orientation Packet. Packet is easy to understand and well-written.

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Comments:	None
Recommendations:	None

INTERVIEWS

ANCILLARY SERVICES				
INTERVIEWED:	YES	NO	N/A	COMMENTS
Mental Health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See behavioral health section below
Medical Care	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Dental Care	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Did not interview dental care staff. Dental care is handled at the YSC facility, which is up the street in a separate facility
Kitchen/Nutrition	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Meals are now contracted by the Sheriff's department so there are no cooking facilities on site.
Comments:	None			
Recommendations:	None			

YOUTH INTERVIEWS	
What was your intake and orientation experience like?	Youth #1) Rules are straight forward, she understood them all. Staff are all respectful. Parents were present during orientation and understood everything. Youth #2) They made it very clear, rules and expectations were clear. Parents were present.
Describe your interactions with medical/dental.	Youth #1) Medical staff are really cool. Medical is quick to respond. Dental staff take forever to get back to them. Youth 2) Very helpful, the nurse reads all request forms and talks to them about their meds and will inform the psychiatrist to go over the meds with you. Has not had interaction with dental staff.
Describe you experience with behavioral health.	Youth #1) Has been helpful. Staff have helped her a lot through the year. They helped her with individual therapy and family therapy. Youth #2) They are helpful. Original therapist was really good, had a great connection and was able to open up.
Describe the interactions between staff and youth.	Youth #1) Staff are pretty cool. If they have to tell youth to do something they will do so nicely. Staff will always remind them of the rules. She gets along with all the staff. Youth #2) He gets along with staff, staff treat him really well, staff do not discriminate.

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

What programs do you find most useful? Why?	Youth #1) The Spanish program is helping her, as well as the Brighter Day program because they help her find jobs. School is super helpful; she went through two years of high school in one year. Youth #2) FLY is the most helpful. FLY offers a re-entry program and he has found it to be really helpful. He also enjoys the mind body spirit program.
Summary of youth interview:	Youth #1) Youth masks are washed. Youth are given three masks, enough to change it three times per week. Camp has really helped her change. She enjoys all the programs. Her favorite program is the Spanish program. Youth #2) Regarding his preferred pronoun, staff have been respectful and correct themselves when needed. They made sure to ask him what he identifies as and did not assume. They also asked him what his preferred pronoun was. He has had a good experience at Camp Kemp overall and has a lot of fun. He mentioned that youth who say they don't like it there are probably those who did not follow rules.
Recommendations:	None

BEHAVIORAL HEALTH

Caseload Ratio	BHRS Staff provide services across the YSC and Camp Kemp facilities. The caseload for clinicians was approximately 1:10 (1 staff: 10 youth).
Youth Experience	BHRS provided an individualized experience for each youth. The youth really appreciate the mental health services and create a bond with their clinicians. Major change that is consistently observed in the youth is that in times of crisis, the youth will reach back to their clinicians for help.
Programming Offered	Each youth in the Camp Kemp program receives individual, group and family therapy, this includes both youth who are in residence and those who are in the Girls Empowerment Program. Unlike the BHRS services at Juvenile Hall/YSC, therapeutic services are embedded in the Camp Kemp program. Individual therapy is tailored to each youth. Group therapy includes at least three groups a week: rape trauma services (trauma therapy); AOD counseling (by StarVista); weekly group (varying topics). Family therapy is tailored to the family dynamics. BHRS will also reach out to adjunct therapy, as needed (for example, to the PRIDE Center, for additional AOD counseling, can connect to other county services).
Comments:	BHRS provides excellent services for the youth assigned to Camp Kemp. The small size of the Camp Kemp program (both residents and GEP) enables mental health programming to be embedded in the daily programming.
Recommendations:	None applicable to the Camp Kemp program, but potentially consider how to add behavioral/mental health programming similar to that at Kemp to regular programming at YSC for youth at the Juvenile Hall.

STAFFING

	YES	NO	N/A	COMMENTS
--	-----	----	-----	----------

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Does facility maintain mandated awake ratios? (1:10)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Does facility maintain mandated sleeping ratios? (1:30)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are staff/youth interactions respectful?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are there enough supervisors to supervise staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are there staff who speak other languages?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4 staff all speak Spanish
Is there a diverse staff workforce?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Yes - 4 black; 3 Latino/Hispanic; 1 Asian
Does facility have enough staff to ensure that all programs, activities are provided as required?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Describe the training you have received. Was it useful? Adequate for the expectations of your assignment?				
STAFF INTERVIEW				
How long have you been on the job?	Group Supervisor 3: Has been a Group Supervisor for 20 years. He started off as extra help for four to five months, worked at the old hall as part of the policy and procedure team for the new facility and trained new staff. Worked in every unit except for the girls' camp until now. Has been at the girls' camp for four years now. In his current role he finds himself doing a lot of listening and counseling.			
Did you complete the training within one year of being hired?	Yes			
Describe the training you have received. Was it useful? Adequate for the expectations of your assignment?	Received two types of training. The first training was a month of Standard Core training, and the second training was a week of PC832 training.			
What additional training do you feel you or staff in general need?	It would be helpful to receive training regarding street gangs within San Mateo County or gangs in general. Training should include basic gang awareness, prevention and intervention.			
How are you updated about changes to policies and procedures?	Policy changes/updates are provided via email and through the Lexipol portal. Staff receive alerts of changes to policy through the portal and must read and sign it. Managers are alerted when staff have reviewed and signed the policy changes. Managers are also notified when staff have not reviewed it.			
Comments:	Staff would like to have a better scheduling system. It would be ideal if shifts/schedules were more consistent. Currently shifts are changed three to four times a year. It would be nice to have a more consistent schedule that did not change as often.			
Recommendations:	Gang awareness, prevention and intervention training should be added to the GS mandatory training.			

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

INTAKE/ADMISSION				
	YES	NO	N/A	COMMENTS
Are youth searched during intake?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Primary intake is conducted at YSC, not at Camp Kemp, however, youth are searched upon return to Camp (i.e., court, outings, home pass)
Can youth make phone calls during intake?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Staff call parents at admittance to Camp Kemp.
Comments:	Youth are searched on intake. Female staff search girls' personal belongings from the YSC facility and pat the girls down. If they find contraband they confiscate it and contact the institutional services manager to inform them. The youth will probably go back to Pine 4 and may have to go to court. At the end of the search they are given an opportunity to call their parents, plus staff will call parents to inform them of the transfer. Parents are not with youth during transfers because they are normally coming from Pine 4. Staff does not give parents a specific date and time of the transfer because it is a security risk.			
Recommendations:	None			

ORIENTATION OF YOUTH				
	YES	NO	N/A	COMMENTS
Are all youth orientated?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is an initial orientation of youth (review of rules, handbook) upon arrival at Camp Kemp. Later there is a formal review w/parents.
Do youth understand rules and expectations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yes - they sit down with parents and probation officers to go over the rules. Youth will print and sign their names.
Are rules and grievance procedures posted?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Procedures for grievances are posted in dorms, listed on the orientation board and are in the handbook. Grievance forms are checked daily.
Comments:	Parents are notified of transfers within a week of the transfer depending upon the parents' schedule. Parents are notified fairly quickly. Parents are given an orientation packet/parent youth handbook. It is only available in Spanish and English. There is an interpreter, who will translate it all. Any time a parent needs a translation, it is available 24/7. The parent youth handbook is updated every year, including this year. Facility rules state that in the event youth do not follow the rules there are minor and major disciplines. No Confinement = Alternative Program. Staff are not allowed to keep a youth confined to a room. Staff let them know they have a time out to think about what they did. Staff will pull the youth out of activities and check on them every 15 minutes. Once cooled down, the youth can continue activities. If the youth gets into a fight they will get transferred to YSC. If they are a security and/or safety risk, they will go to YSC and a mental health therapist is contacted. If			

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

	<p>the situation can be defused at Camp Kemp, the staff will do so. If unsafe behavior occurs after hours, the youth will be assessed at YSC.</p> <p>Immigration Resources: Staff will contact YSC to let them know they are in need of services and PO and assessment center for support and resources.</p>
Recommendations:	None

ACTIVITIES AND PROGRAMS				
	YES	NO	N/A	COMMENTS
Telephone Access (Ongoing)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Residents are allowed to call their parents/guardians four times a week for 10 min/call; youth get two Zoom calls a week in addition to the four phone calls. Calls can be extended, if needed, to 15-20 minutes in length.
Correspondence	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Personal correspondence is reviewed prior to being posted. Staff may copy concerning correspondence and file a report with CPS if needed. Correspondence to and from lawyers not reviewed.
Visiting (2-hr min per week)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Parents, grandparents, legal guardians, siblings (with PO approval) are guaranteed at least two one-hour visits a week, with more time/visits allowed if the child needs it. During COVID restrictions, the facility follows County protocols. As of the time of the inspection, depending on the visit (pre approval on PIMS file), parents go through COVID questionnaire and temperature check. Visits may be more than two hours. If the youth has passed 14 days of quarantine upon arrival they can have two in-person visits and Zoom meetings per week. Home passes start on Fridays and are 24 or 48 hours based on the youth's behavior and no rule infractions.</p> <p>If low income families want something they can get it from the camp store - soups/chips and Gatorade.</p> <p>For visits - if parents are not available during the designated time slots, staff will accommodate the parents' schedule. Such visits can be made available whenever there are no programs (i.e., unrestricted time) and as long as the visit does not interfere with program or therapy.</p>
Recreation (at least 1-hr of unscheduled activities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yoga or LMA slot every day except Thursday.
Exercise (at least 1-hr+ of daily LMA)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yes - maintaining social distancing; can't use sport equipment; no major running because must wear a mask; no use of the gym. The girls do a lot of walking and hiking outdoors. Still doing yoga in the common area (provided over Zoom), spaced six feet apart. There has

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

				been no LMA on Thursday because of back to back programs but the youth go on walks around the quad.
Regular Programming (please describe)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>See schedule attached as Exhibit B</p> <p>Most programs have been on Zoom. No in person volunteers. The only in-person programs are the ones run by staff. GEP girls were coming in for school during summer, but now will be all on Zoom to comply with current San Mateo County restrictions.</p> <p>Rape Trauma Services - each week will cover a different topic to make better choices. Done over Zoom Tuesdays and Thursday.</p> <p>Reflections group - has not been offered since COVID, but is a group taught by therapists about how to deal with feelings and emotions to help them work through their trauma.</p> <p>Brighter Day run by Pastor Calvin - job preparation group, how to complete a job application and job interview. Will also help them with job search. Are really connected with Safeway and some girls were given jobs at Safeway. Stopped for a period of time but will be bringing it back next week.</p> <p>Religious programming - If youth have a specific religion they follow, staff will support their needs. They can read a book, write or do something therapeutic away from the group if not participating in religious services.</p>
Special Programming (please describe)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Home passes (see description in comments below)</p> <p>Art Therapy with Whale Sounds</p> <p>Spanish class</p>
Counseling and Casework	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Each staff and therapist are assigned certain youth and checks in with them regularly. If they need additional counseling staff will contact BHRS or StarVista to do a Zoom session. Therapists meet with youth two times a week, individual and family. If a youth requests more time they are accommodated.</p>
Family Reunification and Counseling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Multi-family group meets every Saturday. Camp Kemp also hosts family events and family nights. Camp Kemp has not been hosting these since COVID restrictions have been in place. No large groups are allowed. Current residents are away on weekends so there is not a need for it.</p> <p>Family nights were every other month on a Wednesday - currently not happening because of COVID.</p>

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Substance Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	AOD class offered twice a week; girls are required to attend AA meetings over extended home passes or lose next home pass eligibility.
Cognitive Behavioral	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Cognitive skills group run by staff member (done in person staff lead).
Victim Awareness/ Restorative Justice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offered by Rape and Trauma Services.
Vocational Training	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Brighter Day and Chef Rod's Cooking Class
Post-Secondary Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Girls may attend College of San Mateo (Project Change) if eligible.
Work Programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Brighter Day and Job Train
Community Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Community services include: meal drop offs to the Samaritan house, making masks for the homeless, donating shoes to homeless, participating in Compassion Project, making survival bags for the homeless, and making masks for Native Indian tribes in South Dakota.
Parenting Classes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offered by Rape and Trauma Services.
Sexual Harassment Classes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offered by Rape and Trauma Services.
Religious Activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Church offered on Sunday mornings; Bible study offered on Tuesdays. Youth can do other quiet activities if they do not want to attend.
Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Camp Kemp has a separate school run by the County Office of Education. They have a Girls Empowerment Program for day students. Please see the separate Educational Report.
Comments:	<p>Home passes are on hold/not allowed since the start of COVID (for about four months to mid-July). Home passes started up again in mid-July. Medical will test them before coming back from passes.</p> <p>If youth are on social media during their home pass there are consequences such as a loss of a home pass or passes are cut in half. There is a verbal warning and loss of home pass if it continues, or passes are taken away all together and the youth is sent to YSC. Because it's a violation of the home pass rules they will have to go to court and the judge will review their behavior</p> <p>Follow up questions from 2019 inspection: What do you do with youth who are not in school? They have the option to go to school or do college bound work. On a staffing level, if there is a youth who is on the unit they have to be out of their room. If a youth is in their room longer than four hours, it needs to be documented. Youth can take online courses at CSM or can work on a project for staff to do something productive.</p>			

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Recommendations:	None
------------------	------

USE OF FORCE

Comments:	<p>Force is only used in the event that all other options have failed. Youth will be restrained with metal cuffs as a last resort. Pregnant youth would be front-cuffed. There have been no incident reports since April 2020.</p> <p>Follow up from 2019 inspection:</p> <ul style="list-style-type: none"> ● Safety procedures have not changed since the 2019 inspection ● There is no quiet room yet. If a youth is having an issue they will go to the quad and do some reflection or go for a walk.
Recommendations:	Recommend that Camp staff be supported in furnishing and establishing practices for a quiet room. It seems like a great idea for the youth to have a quiet space, if needed.

ROOM CONFINEMENT

Comments:	<p>Room confinement is not used. Alternative programming is used or if the youth is exhibiting dangerous or significantly disruptive behavior, they may be sent to the YSC. Youth are only sent to YSC if there is a physical altercation and youth are out of control or if there is a security issue.</p>
Recommendations:	It would be helpful to see a log of all the times that Camp Kemp youth are sent to the YSC for behavioral issues. This may be documented in serious incident reports, but a count or a log would be helpful in understanding how often this option is used.

DUE PROCESS

REVIEWED	YES	NO	N/A	COMMENTS
Discipline Guidelines	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Discipline guidelines are documented in Article 7 1390 on page 285 of the San Mateo County Juvenile Hall Policy Manual.
Grievance Trends	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The most common complaint has been with medical (1x not coming Wed; 1x didn't put in med request). All addressed, no youth appeals.
Comments:	<p>Rules for Camp Kemp are provided to youth and must be signed by each youth.</p> <p>Rules for GEP are provided in the GEP Orientation packet and differ from the facility rules. A youth can be dismissed from school or suspended and staff will file an informational report. A parent/PO must come to pick up the youth within one hour and there may be additional consequences. Two or more incidents in a week may result in being detained at the YSC in the weekender program.</p>			

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Recommendations:	Recommend ensuring that Camp Kemp residents and GEP clearly understand the rules and procedure to appeal any disciplinary action, as the guidelines in the Policy Manual state that this must be initiated by the youth in writing within five days. Additionally, the Commission would like to review any Disciplinary Tickets issued to youth to ensure that the appeal process is clear and that any report was provided to the youth.
------------------	---

MEALS/NUTRITION				
	YES	NO	N/A	COMMENTS
Is the meal menu posted in the dayroom?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are meal servings ample, nutritious and appetizing?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are staff present and supervising during meals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are meals cafeteria style service or direct serve?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Meals are direct served. No longer have a dietary department. Contracted with the Sheriff's department to provide meals for Camp Kemp. There is a new fridge and food warmer in the kitchen.
Are youth allowed to converse during meals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
What is the length of time allotted to eat?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	30 minutes or longer up to 45 minutes
Comments:	Due to COVID-19 regulations Camp Kemp girls are eating in the dorms in their own section. There is no indoor dining in the kitchen. The only time they use the kitchen is for cooking classes. During cooking class, they wear gloves and face masks and stay 6 feet apart in the kitchen. Snacks options include: fruit, bars, water, Cheez Its, or canteen option (based on a point system). Every Friday staff hold canteen and youth can buy food depending on how many points they have earned.			
Recommendations:	None			

TRAUMA INFORMED APPROACHES	
Comments:	Staff are highly sensitive to the trauma that the girls may have experienced. Staff undergo training and observe the girls for signs of stress during potentially triggering activities/classes. Staff use a genial approach. Rape Trauma Services (RTS) is one resource. Staff are seasoned and trained on trauma informed approaches and use a nurturing and supportive approach. STC Standard training credential certified for trauma informed approaches is required for staff; 24 hours for line staff and 40 for management. More sensitive towards transgender youth and youth identity, staff will respect youth's preference.

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Recommendations:	None
------------------	------

CULTURAL AND LINGUISTICALLY APPROPRIATE

Comments:	Translation services are available. Camp Kemp has four Spanish-speaking staff. Non-parent family members are permitted to visit, if approved by probation.
Recommendations:	None

LGBTQI

Comments:	Gender preference is considered and accommodated barring any safety/security issues. Binders and boxers are provided when requested. Staff are trained on LGBTQI issues. Camp Kemp has had residents who identify as male or non-gender binary. These residents have reported feeling respected and accommodated.
Recommendations:	None

USE OF TECHNOLOGY

Comments:	Youth have access to chrome books at school. School work is done on Chrome books. If needed to fill out a job application or homework, youth can access the internet outside of school hours.
Recommendations:	None

PHYSICAL INSPECTION

ADMINISTRATION

AREA REVIEWED	YES	NO	N/A	COMMENTS
Facility Perimeter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Cleanliness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Facility Paint, Gutters, Windows, Roof, Drains	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Dorms were recently painted.
Comments:	None			

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Recommendations:	None
------------------	------

EXTERIOR OF LOCKED FACILITY

AREA REVIEWED	YES	NO	N/A	COMMENTS
Grass Areas and Lawns	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Concrete/Asphalt Walkways	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Exercise/Recreation Areas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Facility Paint and Windows	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Gutters, Roof, Drains	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Security and Lighting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Parking	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Still not enough parking.

Comments:	None
-----------	------

Recommendations:	Previous inspections have reported insufficient parking at Camp Kemp and have recommended restructuring the current lot (minimum), enlarging it (highly recommended) or arranging to utilize the PG&E lot. The Commission repeats its recommendation here so that there is enough parking for staff, parents/visitors, and probation/clinician/CASA/program provider staff.
------------------	---

INTERIOR OF LOCKED FACILITY

AREA REVIEWED	YES	NO	N/A	COMMENTS
Living Areas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Cleanliness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Furnishings	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	New furniture (sofas, sectionals, dressers)
Fixtures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Upkeep	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Safe Storage of Chemicals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sleeping Space	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There are 30 new dressers
Beds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Mattresses	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Day Rooms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Classrooms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Restrooms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Showers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Showers need to be power washed and cleaned more often. There was white residue and pink bacterial residue in some of the showers. However, after pointing this out to the staff they immediately scheduled for the showers to be cleaned. I received an email a few weeks after the inspection with pictures of the showers cleaned and power washed. I commend the staff for the quick turn around and serious attention to this matter.
Temperature	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Lighting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Visitation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Holding Areas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Admission/Release	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Secure Storage Areas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Comments:	There was new furniture and a new paint job in the dorms.			
Recommendations:	None			

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

PERSONAL HYGIENE/APPEARANCE OF YOUTH				
OBSERVED	YES	NO	N/A	COMMENTS
Appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth appeared to be well. Given ample clothing and undergarments. Given three masks a week and wash them accordingly.
Showers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Provided once a day and if requested another shower is permitted. If youth is involved in gardening or exercising activities they can take another shower. Sometimes they go running before school and can shower afterwards.
Clothing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Girls are given seven pairs of undergarments/socks and initial them for laundry (washed daily). Bulky items are laundered at YSC (every two days) They get a new set every day. Shoes have to be all black, all white or gray (can be their own but must be approved by a counselor).
Hair Cuts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If youth request a haircut, they need to have a haircut permission slip signed by their parents. Haircut has to be an approved hairstyle.
Shaving	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Girls have access to razors at shower time.
Personal Care Items	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Feminine hygiene items are available at all times; personal grooming items are issued at intake. The girls have laundry duties and wash clothes daily.
Comments:	None			
Recommendations:	None			

Signatures of Commissioner(s) preparing this report

Rebecca Flores /s/ Rebecca Flores Date: 11/19/2020

Michele Gustafson /s/ Michele Gustafson Date: 11/19/2020

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
Calendar Year: 2020-2021**

Appendix A

Program Summary

Camp Kemp has a 3-phase residential program and a Girls Empowerment Program (“GEP”), both designed to provide trauma-informed services and therapy to youth who are assigned by the court. San Mateo County contracts with Sonoma County to make Camp Kemp’s residential program available to Sonoma County youth.

Residential Program

The Camp Kemp residential program for youth assigned by the Court. Youth assigned to Camp Kemp programs are female, but may identify across the gender spectrum. The full program proceeds in three phases and usually lasts for approximately one-year end through all phases.

- During the first phase, the youth resides at Camp Kemp. This phase is usually approximately six months. As the residential portion progresses, youth have the opportunity for home passes of 24 to 48 hours starting on Fridays. The resident’s eligibility is assessed by Camp staff and recommendations made to the Juvenile Court, which determines whether a youth is eligible for home passes (dependent upon positive behavior at Camp and while on the home pass)
- During the second phase, the youth will live at home and will return to Camp Kemp for school and programming (similar to GEP described below)
- During the third phase, the youth returns home and returns to their home district for school. The youth will remain on supervision by Probation staff and will return to Camp Kemp for some programming and mental health services (including therapy).

The residential program was designed to have residents live in a dorm on the Camp Kemp grounds. Since April 2020, however, the residents have been transported to the Juvenile Hall at the Youth Services Center for overnight care. The Camp Kemp youth sleep on the girls’ unit in Pine 4 (“bedtime transfer”). Lights out at 11 at YSC.

The bedtime transfers were implemented for budget reasons. Instead of needing to call in staff for overtime coverage at the Kemp facility, staff from Camp Kemp help out at YSC for graveyard shifts - taking the Camp Kemp youth with them to YSC helps with financial savings. Initially the Camp youth were in a separate unit, but since the number of youth decreased, they are now in Pine 4, where they have designated rooms. Staff bring the Camp youth over to YSC no later than 9pm, the Pine 4 girls are already in their room by that time. The Camp residents go back to the Kemp facility at 8am and then go to school. Staff and youth have adjusted to this change and it has now become the norm. There is only one girl now at Camp who will be going to YSC.

GEP

GEP youth are typically in the program for approximately six months. The goal of the GEP is graduation with educational support.

Youth are picked up every morning by Camp Kemp staff to attend school on-site at the Camp Kemp facility with the Camp residents (when COVID restrictions permit on-site instruction). The Camp Kemp

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
Calendar Year: 2020-2021**

residents and GEP youth attend school together and the GEP youth remain after school for programming, including all mental health services. After scheduled programming, GEP youth are transported home by Camp Kemp staff.

**JUVENILE JUSTICE COMMISSION ANNUAL INSPECTION
 JUVENILE HALLS, SPECIAL PURPOSE JUVENILE HALLS AND CAMPS
 Calendar Year: 2020-2021**

Appendix B: Daily Schedule

WEEKLY SCHEDULE

Time	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
9:00 AM-12:30PM	School	School WELLB (8:30-12) Every other week	School Yoga (11-12)	School	School	Multifamily Group (11am-12pm) Every other week	Church (9:30am-11am)
12:30PM-1:15PM	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1:00PM-2:00PM	School Yoga (2-3pm)	School Cog skills (2:15-3:15)	Expressive Art or OTR Group (1:30pm-2:15pm)	School	School Yoga (2:00pm-2:45pm)	Open Rec Study Hall (2:30pm)	Family Visit (12:45 pm - 1:45 pm) Study Hall (1-3) Open rec
3:00PM-4:15PM	AOD or Reflections	LMA	LMA	AOD or MBS Group	LMA	LMA	Family Visit (3:30pm - 4:00pm) LMA
4:30PM-5:00PM	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
5:00PM	Heavy Choices	Bible Study	Family Visits	Art therapy (5:30-7:30)	Unit cleaning	Benny Night (5:00-8:00)	Book Club
7:00 PM	Brighter Day	NA	8:00pm-8:00pm		AA		
8:00 PM	Phone Calls		Study Hall	Phone Calls			Open rec