

**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: The Margaret J Kemp Camp; rated capacity of 30
FACILITY ADDRESS: 400 Paul Scannell Drive, San Mateo, CA 94402
FACILITY PHONE NUMBER: 650-312-8970
FACILITY MANAGER INTERVIEWED: Harold Mayberry, ISM; Jesus Romero, ISM
STAFF INTERVIEWED:
COMMISSION CHAIRS: Toni Barrack and Debora Telleria (@gmail.com)
COMMISSION INSPECTORS: Toni Barrack, Roczana Enriquez, and Debora Telleria
PRESIDING JUDGE: Judge Susan Etezadi
INSPECTION DATE: July 21, 2021
LAST INSPECTION DATE: August 12, 2020
*See attached appendix for statistics on population, escapes, deaths, serious incidents, use of force, etc.

EXECUTIVE SUMMARY

COMMENDATIONS	
Comments:	<p>ISM Mayberry and ISM Romero were very generous with their time and information regarding Camp Kemp. Camp Kemp continues to impress with its dedication to providing youth with a safe and caring environment, including guidance, understanding and support. The staff take it upon themselves to find activities and programs related to the youths’ interests. They even held a quinceañera for a youth.</p> <p>The youth liked the less-institutional setting and the opportunity to be off-site for home passes, work or outings. They view the staff as mentors and role models and believe the staff care about them and their well-being. This is also visible in the incident reports, which are created when youth are feeling depressed, express thoughts of self-harm or indicate that they have been abused in the past. This provides a record of accountability to ensure that CPS is called (when appropriate), the girls are not left alone when in crisis, and that there is follow-up with counseling. Another example of Camp Kemp’s dedication to mental health is the “Affirmation Wall,” in the dorms, where youth can leave positive notes about the other youth or staff.</p>
RECOMMENDATIONS	
Comments:	<p>In general, the facility is clean and the staff take Covid-19 precautions seriously. However, the gym floor, vents and mats appeared dirty. We recommend having the cleaning service do a deep clean of this area. If possible, repaint the desk inside the dorm rooms, which are showing wear and add pictures or murals to the group dorm rooms to make them appear less cavernous.</p>

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	<p>The switch last year from family style to direct serve meals takes away the opportunity to have more of the food they like, while skipping the food they don't like. Youth complained about the quality of the food they received from the Sheriff's office. We recommend that Camp Kemp reinstate their culinary program as soon as possible and engage the youth in meal planning.</p> <p>The JJDPC is aware that the YSC is in the process of creating a "quiet room," where youth can decompress and relax. We were excited to learn that Camp Kemp is contemplating creating a quiet room of their own. We recommend that Camp Kemp create a quiet room for the youth, consulting with them on what they need and what they would like it to look like.</p> <p>The user manuals for the G.I.R.L.S. program and Camp Kemp are well-written and easy to understand. The checklist and sign-off by parents ensures that everyone buys into the program and knows the rules. Some of the documents are out of date or reflect conflicting information. We recommend getting a new set of handouts from providers, updating the daily schedule and putting a revised date on it. Please also see the document recommendations on page four.</p> <p>There are two issues that were mentioned in last year's report that remain unchanged: the youth sleeping at the YSC, rather than Camp Kemp and the small size of the parking lot. Both of these issues are caused by budgetary constraints. In fact, Camp Kemp had requested funds to expand the parking area and were denied. These remain concerns for the JJDPC.</p>
Actions:	After review of this inspection report, please respond to the Inspection Team Leader with planned actions to address each recommendation above within 45 days.

PANDEMIC RESPONSE	
What were the biggest challenges faced during the COVID-19 pandemic?	The biggest challenge was the absence of home passes. Family reunification is a key part of the program. Home passes were reinstated around February 2021.
How were they overcome?	Staff compensated for the lack of home passes by allowing youth more phone calls and Zoom calls home. They also tried to keep the youth busy with hikes, picnics, gardening, board games and volunteering activities when possible.
What protocols and practices will be kept in place when the pandemic ends?	Staff, youth and visitors will continue to wear masks following CDC guidelines. They will also continue safety measures such as social distancing and the use of hand sanitizers. They will also continue the use of Zoom for family visits.
COVID-19 Testing	The youth are tested weekly. Staff is on the lookout for youth who are symptomatic.
COVID-19 Youth Vaccinations	Most (if not all) of the girls are vaccinated. Youth are offered vaccinations while they are at the YSC.

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COVID-19 Vaccine Youth Education	Vaccination education is provided by the medical staff at the YSC.
COVID-19 Quarantine	Youth are quarantined upon entering the YSC and are tested before moving to Camp Kemp.
COVID-19 Cases	No reported COVID-19 cases among the staff or youth.
Comments	Camp Kemp has taken all of the steps necessary to reduce/eliminate the spread of COVID-19 within the facility and among staff and youth. The staff have come up with new and engaging activities for the youth to compensate for the increased time the youth are spending at Camp. They mentor and counsel the youth, to help them deal with the emotional stress associated with the pandemic.

DOCUMENT REVIEW

LOCAL COUNTY INSPECTIONS				
REVIEWED:	YES	NO	N/A	COMMENTS
County Building Inspection	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No inspection because of Covid-19.
Fire Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Completed 11/11/20 and 12/11/20. All issues addressed and compliance met by December inspection.
Public Health-Nutrition	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Menu analysis completed 4/12/21. Overall, the menu exceeds Title 15 nutritional compliances and was approved for 2021. Nutritional Health Review and Evaluation completed 12/24/19 and meets Title 15 standards. Recommendations include: continue to lower sodium levels; increase the number of vegetable servings/day; stop serving fruit punch at dinner to assure milk is consumed.
Public Health-Medical / Mental Health	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No inspection because of Covid-19.
Public Health Environmental Inspection Report(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Self-inspection completed 10/5/20. Detailed checklist is also completed every month to ensure proper functioning of the facility.

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OTHER DOCUMENTATION				
REVIEWED:	YES	NO	N/A	COMMENTS
Grievance Forms Availability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Posted in dorms.
Grievance Form review	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	19 grievances in 2020-2021(YTD). 12 grievances for food; four for staff related complaints and three for medical.
Serious Incident Reports	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	32 incident reports reviewed from 2020-2021 (YTD). Incident reports covered contraband, verbal disagreements between youth, mental health/self harm, disruptive behavior, AWOL on home pass, etc. No physical violence reports.
Youth Request Form Medical/Dental	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Posted in dorms.
Youth/Parent Orientation Materials	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Orientation materials are clear and easy to understand.
Prohibited/Banned Book List	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Prohibited/Banned Magazine List	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Included in Parent/Youth Orientation materials.
Comments:	All of the materials in the orientation packet (except file notes) require the signature of the parents and youth ensuring that the materials have been read and understood.			
Recommendations:	<ul style="list-style-type: none"> ● Update the Parent/Youth Orientation guide to reflect the availability of tampons in addition to sanitary pads. ● Update the visiting hours schedule to reflect current visiting hours. The current handout lists visiting hours on Saturday and Sunday. ● Add Sexual Abuse and Sexual Harassment Orientation to the orientation checklist. ● Add Medical Request and Grievance Forms to the orientation packet and the orientation checklist. 			

INTERVIEWS

ANCILLARY SERVICES				
INTERVIEWED:	YES	NO	N/A	COMMENTS
Mental Health (See behavioral health section below)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Will be covered in the YSC inspection.
Medical Care	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Will be covered in the YSC inspection.
Dental Care	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Will be covered in the YSC inspection.

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Kitchen/Dietary/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?	<p>Commissioner Telleria Interviews: The orientation was good and well organized.</p> <p>Commissioner Barrack Interview: Expectations were set clearly, rules a "matter of common decency."</p> <p>Commissioner Enriquez Interview: Very smooth staff was very nice.</p>
Describe your interactions with medical/dental.	<p>Commissioner Telleria Interviews: Interactions have been good, but the dental hygienist is a little weird.</p> <p>Commissioner Barrack Interview: After filling out a form, it takes some time to get help, but staff seems to be getting on top of this now.</p> <p>Commissioner Enriquez Interview: According to youth "Dentist sucks" but the staff is sweet.</p>
Describe your experience with behavioral health.	<p>Commissioner Telleria Interviews: Sometimes hate going to therapy, but usually feel good afterwards. It helps.</p> <p>Commissioner Barrack Interview: Is OK participating in individual and family therapy.</p> <p>Commissioner Enriquez interview: N/A</p>
Describe the interactions between staff and youth.	<p>Commissioner Telleria Interviews: Youth feel valued and respected.</p> <p>Commissioner Barrack Interview: Interactions good. Staff cares about, and talks to, youth. "It is a privilege being here, rather than at the hall."</p> <p>Commissioner Enriquez Interview: According to the youth "Mr. Clark is my favorite staff. He is very kind," but some staff are rude and talk to me as if they were my parents.</p>
What programs do you find most useful? Why?	<p>Commissioner Telleria Interviews: Group therapy, art, yoga (don't always like doing it, but feel better afterwards).</p> <p>Commissioner Barrack Interview: Working as a courtesy clerk at Safeway; taking college courses, gardening.</p> <p>Commissioner Enriquez Interview: Bible Studies, Girls Pop led by staff and Fly.</p>
Describe the Meals/Food at the facility.	<p>Commissioner Telleria Interviews: Food was much better when they had their own kitchen and when they could cook meals. Youth like to cook with food grown in their garden.</p> <p>Commissioner Barrack Interview: Food is not great. Likes the snacks of Goldfish, Cheese Its, raisins, cookies and yogurt.</p> <p>Commissioner Enriquez Interview: According to the youth: Food is nasty. The noodles came burnt and hard. Food is often too hot to eat.</p>
Describe the Grievance Process.	<p>Commissioner Telleria Interviews: Forms available in the dorm; fill out form; drop in box; grievances collected every night. When appropriate some grievances result in mediation between staff and youth or between the youth themselves.</p> <p>Commissioner Barrack Interview: Forms are in the dorm. Most grievances are about the food.</p>

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	Commissioner Enriquez Interview: I have not filed a grievance because I feel like I will get in trouble and staff will no longer like me.
Describe your current programming.	Commissioner Telleria Interviews: Youth mentioned Brighter Day, Yoga, Bible Study, Art Therapy, LMA Commissioner Barrack Interviews: Doesn't like Yoga--gym is dirty. Works 24 hrs/week at Safeway. Loves her CASA volunteer. Punishment for poor behavior is eliminating programs and staying in your room for one hour. Commissioner Enriquez Interview: Bible studies, FLY, AYP everything is on pause because of COVID.
Describe telephone and visiting schedules.	Commissioner Telleria Interviews: Youth said they could make calls on Tues, Thurs, Sat and Sun and can have in-person visits on Wed and Sun. Commissioner Enriquez Interview: 10-11 mins very short and zoom calls for now, but sometimes there is no privacy because no earpods.
Describe a typical day at the facility.	Commissioner Telleria Interviews: Get up at 8; breakfast at 8:10; school from 9-2 (lunch at 12:15); downtime 2-3; LMA at 3; dinner at 4:30; snack around 6:30; got to YSC at 8:30; lights out around 10. Commissioner Barrack Interview: A typical Saturday includes cleaning the bathroom and her dorm room and then getting to do personal things like nails and shaving. Commissioner Enriquez Interview: Wake up, eat, school and go back to the dorm. We walk and don't get to spend time outside so much.
Summary of youth interview:	Commissioner Barrack Interview: Youth was very excited to be counting down the days she had left at Camp Kemp. She was very happy to be there as opposed to YSC, however, and really appreciated the staff's caring approach, her CASA, and the chance to have a job.
Comments	Commissioner Telleria Interviews: Best thing about Camp Kemp - home passes, being out of the dorm most of the day, outings, interactions with staff. Worst thing about Camp Kemp - having to be here, although it's much better to be in a home-like setting rather than at the YSC and having to deal with other youth.
Recommendations:	None.

BEHAVIORAL HEALTH	
Caseload Ratio	Unknown.
Youth Experience	See youth interviews.
Programming Offered	See activities and programs section.
Comments:	No clinician on site to interview.
Recommendations:	None.

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STAFFING				
	YES	NO	N/A	COMMENTS
Does the facility maintain mandated awake ratios? (1:10)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There are four staff members for the five youth currently in residence.
Does the facility maintain mandated sleeping ratios? (1:30)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Youth go to YSC to sleep each night.
Are staff/youth interactions respectful?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We observed comfortable and respectful interactions during the inspection. Staff report good relationships, especially between youth and their individual counselors.
Are there enough supervisors to supervise staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A senior staff member (ISM or GS3) is always on duty.
Is Diversity reflected in the workforce?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The staff includes Black, Latino, and Asian members.
Are staffing levels adequate to ensure required programs, activities, and services are provided, as required by law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All required services and activities are provided.
Percentage of bilingual/multilingual staff members?	Several staff members speak Spanish. They have not had a need for any other language to be spoken.			
Comments:	None.			
Recommendations:	None.			

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 wanded and searched upon return to Camp (i.e., court, outings, home pass)
Can youth make phone calls during intake?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Staff call parents at admittance to Camp Kemp.
Comments:	Intake at Camp Kemp includes an orientation with the youth, their parents, StarVista, BHRS and Probation.			
Recommendations:	None.			

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ORIENTATION OF YOUTH				
	YES	NO	N/A	COMMENTS
How are youth orientated?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	An orientation meeting is held with the youth, their parents, BHRS, StarVista, and Probation where each area sets expectations. Youth and parents are given a packet and asked to sign it. If an orientation meeting cannot be held with all participants present, a separate orientation meeting will be scheduled with missing groups.
Do youth understand rules and expectations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	In addition to the orientation, youth learn from each other. Their counselor checks in frequently and answers any questions.
Are rules and grievance procedures posted?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Rules and grievance procedures are posted in the dorms.
Comments:	None.			
Recommendations:	None.			

ACTIVITIES AND PROGRAMS				
	YES	NO	N/A	COMMENTS
Telephone Access (Ongoing)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth are allowed to call their parents/guardians for 10 minutes, four times a week. Calls to/from lawyers, social workers, probation officers, clergy and CASAs are also permitted.
Correspondence	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth are allowed to write and receive mail daily, which is screened by staff. Mail can't be sent to a correctional facility or anyone on probation.
Visiting (2-hr min per week)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Visiting hours are Wednesdays 6:00-7:00 pm and 7:00-8:00 pm, and Sunday from 1:00-2:00 pm or 2:00-3:00 pm. Two visitors permitted per visit, who must be pre-approved by the youth's Probation officer. Zoom calls are available.
Recreation (at least 1-hr of unscheduled activities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Recreation can include movies, games, reading, writing, drawing, walks & hikes. The 5:00-6:00 pm time slot is unscheduled.
Exercise (at least 1-hr+ of daily LMA)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	LMA exercise can include PE classes, volleyball, and workouts in the gym.
Regular Programming (please describe)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Year-round school is from 9:00 am to 2:00 pm on Monday, Tuesday, Thursday and Friday and from 9:00 to 12:15 on Wednesday. Programming varies by day of the week. Afternoons can include Yoga, Expressive Art, RTS Groups, AOD, Reflections, and LMA. After dinner programs include: Healthy Choices, Brighter Day, Bible Study, Art Therapy, Beauty Night or Book Club.

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Special Programming (please describe)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The staff at times take youth for special outings, which have included bowling, roller blading, and hikes. For a youth who is having a difficult time, staff tries to provide special programming to meet individual needs.
Counseling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is individual counseling once a week and family counseling once a week.
Family Reunification and Counseling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reunification is part of weekly family therapy sessions. Staff ensure that family relationships are going well before providing home passes.
Substance Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	AOD classes are held on Monday and Thursday afternoons.
Cognitive Behavioral	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Staff is trained to teach an 18 week course on cognitive behavior skills, including decision making, life skills, and financial literacy including pros and cons of credit cards, savings accounts, etc.
Victim Awareness/ Restorative Justice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FLY and Rape Trauma Services (RTS) provide these programs.
Vocational Training	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Brighter Day, put on by Pastor Calvin, trains youth in job interviewing, job preparation and expectations. He has facilitated hiring of youth at Safeway. A new contract for a culinary program is expected to be in place in 6 weeks. It will be 3-5pm, 2 days/week and include food handling certification. The Girl led by staff also covers vocational resources.
Post-Secondary Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Classes from College of San Mateo through Project Change are available.
Work Programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Currently, one youth is working at Safeway. Probation provides transportation to and from work. One youth, who left last month, saved \$4000 from working at Safeway. Staff has helped youth get ID's, driving permits, and applications for SSN to help them in job searches.
Community Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth have participated in food deliveries for Samaritan House and organized donations (led and coordinated by staff). They have worked in the community garden and have made masks for distribution in the community.
Parenting Classes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Star Vista's programs deal with family relationships and are directed toward family reunification. The camp has had pregnant youth in the past who were counseled individually by the Medical Staff.
Sexual Harassment Classes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offered by RTS.
Religious Activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Bible study is offered once a week. A Christian service is available on Sundays and a Catholic service is available on request.
Comments:	Programming is varied and available throughout the day, given by outside providers and staff. Staff is aware of individual needs and works to accommodate.			
Recommendations:	Even more vocational/certification resources and financial education to teach youth how to manage their money, save, learn how to budget etc.			

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USE OF FORCE	
Number of Use of Force Incidents reported since the last Inspection.	None.
Comments:	Staff receive tactic training on Use of Force once a year. All staff carry handcuffs on them. The facility has a no pepper spray policy.
Recommendations:	None.

ROOM CONFINEMENT	
Number of hours of room confinement on a typical day.	The only time they are required to be in their dorm room is from 5:00 to 6:00pm every night during the scheduled staff break.
Number of hours of locked room confinement on a typical day.	None. Individual dorm rooms are unlocked or do not have doors on them.
What time does programming end for the day?	Programming ends between 8:30 and 9:00 pm. Youth are transported to the YSC to sleep by 9:00 pm. They are back at Camp Kemp between 7:30 and 8:00 am.
Comments:	Youth have freedom to roam throughout the dorm and outside areas with permission from staff.
Recommendations:	None.

DUE PROCESS				
REVIEWED	YES	NO	N/A	COMMENTS
Discipline Guidelines	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Misconduct like disrespecting staff or other youth, fights or contraband can lead to a mediation session and alternative programming such as writing an essay.
Grievance Trends	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Most of the grievances were for food quality or quantity, followed by staff related complaints and then medical issues.
Comments:	None.			
Recommendations:	None.			

MEALS/NUTRITION

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	YES	NO	N/A	COMMENTS
Is the meal menu posted in the dayroom?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Menus are posted in the dorm..
Are meal servings ample?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Meals are based on dietitian prescribed guidelines. Lunch the day we were there included meatballs and mashed potatoes with gravy, mixed vegetables, green salad and mandarin oranges. Apples and raisins were available if youth were still hungry after lunch.
Are the meal servings nutritious?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Protein, vegetables and fruit were all included in the lunch the day we were there.
Are the meal servings appetizing?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Youth were given one box with hot food and a second with cold items. Chef is responsive to written requests. Condiments have recently been added to make food more appealing.
Are meals heated/cooled properly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Food boxes are delivered twice a day, refrigerated, and heated on site.
Are staff present and supervising during meals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yes.
Are Dietary/Food Services Contracted out?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Contract with the Sheriff's department to provide meals for Camp Kemp.
Are meals cafeteria style service or direct serve?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Meals are direct-serve.
Are youth allowed to converse during meals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth sit at separate tables in the kitchen or outside if it is warm enough. After about 5 minutes, when they have started eating, they are allowed to converse.
What is the length of time allotted to eat?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	20-30 minutes.
Are snacks provided? If yes, how often?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are snacks timely, ample, nutritious, and appetizing?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Snacks include fruit, string cheese, fruit cups, pretzels, Cheez Its.
Have there been any reported incidents of food borne illness since the last Inspection?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Is food available outside of the designated meal/snack times if youth are still hungry?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Food trays are saved if a youth misses a meal.
Does the facility have a "Canteen" or additional food related program currently in place?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth earn Camp bucks for good behavior which they can use to purchase snacks and hygiene products.

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What is the protocol for missed meals due to Court or an unforeseen event?	If a youth is not eating, staff call BHRS to check in on them. If a meal is missed, it is saved for youth.
What time is Breakfast served?	8:00 am.
What time is Lunch served	12:15 pm.
What time is Dinner served?	4:30 pm.
Who is currently responsible or under contract to provide Dietary/Food Services to the facility?	The Sheriff's Department provides meals and delivers them twice a day. Breakfast for the next day is delivered with the dinner delivery.
Comments:	Some attempts have been made, such as adding condiments, to make meals more appetizing. Staff reported that the chef responds to written suggestions, but most grievances continue to be about the quality of the food.
Recommendations:	Return to meals prepared at the camp as soon as practical. Engage the youth in meal planning and nutritional requirements with the start-up of the culinary program.

TRAUMA INFORMED APPROACHES

Programs/Services	Staff are the first responders when there is an issue with a youth and practice conflict resolution to de-escalate situations.
Staff Training/Education	Staff receive NMT training as needed and requested.
Comments:	Staff knows how to balance/transition their role from counselor to a more authoritarian role, as needed.
Recommendations:	None.

CULTURALLY AND LINGUISTICALLY APPROPRIATE

Food	The menu contains mainly American food, with some Mexican and Asian food mixed in. The menu changes every month, so the youth get a variety of types of foods.
Religion/Spirituality	Mainly Christian services and bible study in English, but a youth can request another religion or language, which the staff will try to accommodate.
Books and Materials	Books in the dorms seem to be books of interest to the youth.
Instructions/Notices	Posted in English, but also available in Spanish.

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Observances/Programming	Programming is mainly in English language, however a lot of staff are bilingual.
Staff Education/Training	Staff usually will take a course on Cultural Humility.
Comments	None.
Recommendations	None.

LGBTQI	
Observances	Staff observe youth's personal pronoun choices and are able to request whether a male or female staff member searches them.
Accommodations	Youth are allowed their preference of clothes and can wear binders. Youth are allowed to go to the Pride Center and have access to their services.
Staff Education/Training	Staff have to attend mandatory LGBTQI training and are elective thereafter.
Comments:	Staff currently have a transgender youth and have had transgender youth at the facility in the past. They are sensitive to their needs.
Recommendations:	None.

USE OF TECHNOLOGY	
In School/Classroom	Chrome books are available in the classrooms, which have electronic white boards and projectors. Wi-fi is through a hotspot that only works in the classrooms, library or in the courtyard near the classroom doors. Students may use chrome books outside of school hours, as long as they stay within the wi-fi zone.
On Housing Unit	Youth can make Zoom calls to their family from the staff room in the dorm. There are two TVs in the dorm.
Comments:	None.
Recommendations:	None.

PHYSICAL INSPECTION

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ADMINISTRATION				
AREA REVIEWED	YES	NO	N/A	COMMENTS
Facility Perimeter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Cleanliness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Things are kept tidy in dorms, bathroom, living space areas, closeth
Facility Paint, Gutters, Ceiling, Windows, Roof, Drains	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Desks need to be repainted. Windows should be cleaned .
Ventilation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	AC is on inside dorms and youth are able to open their windows
Comments:	None.			
Recommendations:	Have a deeper cleaning in the Gym.			

EXTERIOR OF LOCKED FACILITY				
AREA REVIEWED	YES	NO	N/A	COMMENTS
Open Green Space, Lawns and Gardens	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Space is inviting and available for walks. Youth enjoy gardening in individual planter boxes. Tables are set up when it is possible to eat outside.
Concrete/Asphalt Walkways	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No issues noted.
Exercise/Recreation Areas Outdoor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Volleyball is a popular activity.
Facility Paint and Windows	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No issues noted.
Doors, Gates, and Fencing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No issues noted.
Gutters, Roof, Drains	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Did not inspect.
Security and Lighting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Security, entering the building is adequate; lighting not inspected.
Comments:	Inadequate parking has long been an issue. There have been no upgrades to the space this year. Staff requested funding the improvements, but the request was denied.			
Recommendations:	None.			

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INTERIOR OF LOCKED FACILITY				
AREA REVIEWED	YES	NO	N/A	COMMENTS
Living Areas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The living area was warm and inviting.
Cleanliness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Camp Kemp is free of litter or debris. After lunch the youth threw away the trash, cleared our plates and cleaned the tabletops. They are also doing a good job keeping the dorms clean.
Furnishings	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Painting on the front desk inside the dorms should be repainted.
Fixtures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The fixtures appeared to be in good working order.
Upkeep	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Camp Kemp is in good condition. The furniture in the dorms is dated, but well maintained.
Safe Storage of Chemicals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Did not see any chemicals, except for cleaning sprays used for daily cleaning. They were all in their specified locations.
Sleeping Space	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The sleeping space in most of the rooms can accommodate six girls. Each girl has her own room, which is great, but the empty beds make the space look lonely.
Beds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The beds are molded plastic rather than metal.
Mattresses	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The mattresses are similar to the mattresses used at the YSC. They are thin and don't look comfortable.
Pillows	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Each youth is provided a pillow..
Blankets	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth can have up to two blankets.
Day Rooms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The day room was neat. One highlight is the positive affirmation wall, where youth can leave positive statements for staff or other youth.
Gym/Exercise Room	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The gym/exercise room was inviting and was well stocked.
Classrooms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The classrooms were clean and smelled great thanks to the use of aromatherapy by the teacher.
Restrooms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The restrooms were clean, however there were several empty rolls of toilet paper tubes sitting on the metal rail rather than the trash can.
Showers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The showers were generally clean.
Temperature	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Temperature in the building is very comfortable..

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Lighting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lighting is good. No notice of burned out lights.
Visitation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The visitation area was clean and spacious.
Holding Areas	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no holding areas at this facility.
Quarantine	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No quarantine holding area exists at this facility.
Calming Room	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no calming room on site, however they are contemplating adding one in the near future.
Admission/Release	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The admission area was clean and organized. There is a wall mounted thermometer and separate canisters for sanitized and used pens. Each visitor must wear a mask and fill out a COVID-19 questionnaire.
Secure Storage Areas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Comments:	The youth clean the dorms and the kitchen once a week. A professional cleaning service cleans the other areas of the facility.			
Recommendations:	Repaint the desks inside the dorm rooms. Add pictures or murals to make the group dorm rooms less cavernous.			

PERSONAL HYGIENE/APPEARANCE OF YOUTH				
OBSERVED	YES	NO	N/A	COMMENTS
Appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All girls have a dresser and a closet for their clothes and belongings. They do laundry daily.
Showers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth shower everyday and get clean clothing and towels daily.
Clothing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Clean and not ripped.
Outdoor Wear	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sweats in the closet and dressers.
Shoes Athletic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All youth have tennis shoes and bath sandals.
Shoes Shower	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Hair Cuts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Nails	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

