

**2015 National Exemplary Awards for
Innovative Substance Abuse Prevention Programs, Practices and Policies
APPLICATION COVER SHEET**

1. Has this intervention been submitted for an Exemplary Award in previous years? [Circle one]

Yes No

2. What is the primary target for this program, practice or policy? [Circle one]

Individual School-Based Family/Parent Peer/Group

Workplace Environmental /Community-Based Other

If Other, explain: _____

PROGRAM INFORMATION

Program Name: LEAP (Law Enforcement Adolescent Program)

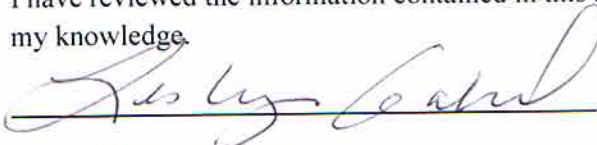
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I have reviewed the information contained in this application and certify that it is accurate, to the best of my knowledge.



9/3/15

Program Director Signature

Date

NOMINATING AGENCY/ORGANIZATION INFORMATION

Agency/Organization: NJ Department of Human Services, Division of Mental Health and Addiction Services

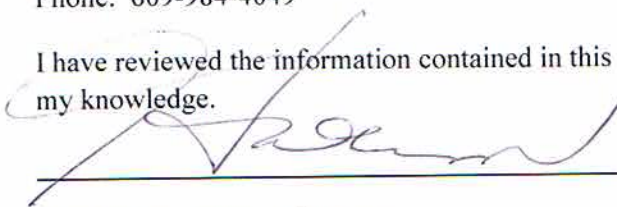
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I have reviewed the information contained in this application and certify that it is accurate, to the best of my knowledge.



9/3/2015

Nominating Agency Signature

Date

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Abstract

LEAP (Law Enforcement Adolescent Program) is an early intervention program for county youth as a diversion from entering the legal system addressing ATOD. LEAP was fully implemented in the fall of 2012. LEAP provides assessments and connects at-risk juveniles and their parents/guardians to services within Hunterdon County (HC). Services provided by Hunterdon Prevention Resources through LEAP include individual LifeSkills sessions (Making Decisions, Alcohol and Marijuana Myths, Coping with Anxiety, Coping with Anger, Communication Skills, Assertiveness, Resolving Conflict and Resisting Peer Pressure) for the youth, community service hours, parent counseling, parenting programs (pro-active vs reactive parenting, managing stress in the home, expectation and boundaries, and understanding the adolescent brain), substance use assessment, short-term educational services, and educational groups, among others.

LEAP recognizes that family dynamics often lead to a youth acting out, utilizing risky behaviors or engaging in illicit activities as a cover or distraction from the true or real problem in the family, i.e., dad's alcoholism or mom's chronic illness and/or a divorce, etc. In recognizing this familial dynamic, LEAP addresses the underlying problem and gives the juvenile permission to abandon his/her assigned role and return to being a good and productive student and citizen.

Mission: LEAP will decrease the overall number of juveniles from entering the legal court system by providing them and their family with support and assistance.

LEAP is comprehensive and includes multiple life skill sessions and/or programs, evaluations, the assigning and monitoring of community service, and completion of final report.

The end result and success indicators will be to reduce the number of juveniles by 30% in three years to avoid the ramifications of entering into the legal system; 100% adolescent satisfaction; 100% of adolescents and their families will have received comprehensive plan for "at-risk" factors; and 100% of adolescents and their families will have a recommended treatment plan and support system.

Success in changing community norms is evident as LEAP has identified and assisted over 144 families since the fall of 2012 with a 95% success rate of resolving individual and family problems that brought them into contact with the legal system: (Measure per the HC Juvenile Justice Commission data 2012-2014 LEAP adolescents, 95% success rate of not re-entering the justice system.). LEAP has also a 99% reduction of juveniles entering the adult justice system: (Measure per the HC Justice Commission data 2012-2014 LEAP adolescents, 99% success rate of not re-entering the adult justice system.).

The LEAP program collaborates with the Hunterdon County Prosecutor's office, Chiefs of Police, Hunterdon County Police Departments, NJ State Police, Hunterdon Behavioral Health, Child Protection and Permanency, Hunterdon County Health and Human Services and private counseling practices. It is through this innovative collaboration that Hunterdon County "high-risk" adolescents and their families can receive the support and services that they need.

A. Philosophy

Mission or Rationale for Program: LEAP (Law Enforcement Adolescent Program) is an early intervention program for county youth as a diversion from entering the legal system. LEAP will decrease the overall number of juveniles from entering the legal court system by providing them and their family with support and assistance. Often first time juvenile offenders make mistakes that, if prosecuted, could limit their future opportunities because of a legal record. These same juveniles need intervention rather than legal consequences, which is why LEAP was developed. LEAP was fully implemented in 2012. LEAP provides assessments and connects “high at-risk” juveniles and their parents/guardians to services within Hunterdon County (HC). Services provided by Hunterdon Prevention Resources (HPR) through LEAP include individual LifeSkills sessions for the youth (Making Decisions, Alcohol and Marijuana Myths, Coping with Anxiety, Coping with Anger, Communication Skills, Assertiveness, Resolving Conflict and Resisting Peer Pressure), community service hours, parent counseling, parenting programs (pro-active vs reactive parenting, managing stress in the home, expectation and boundaries, and understanding the adolescent brain), substance use assessment, short-term prevention educational services, and educational groups, among others. **Philosophy or Conceptual Framework:** LEAP recognizes that youth participating in risky and maladaptive behaviors and engaging in *illicit activities* is often a symptom of family distress. These actions often overshadow the underlying issue in the family and, if not treated at the source of the problem, will lead to further incidents with the law. **The philosophy of LEAP reflects a “no illegal or high-risk use message”** by recognizing the familial dynamic. LEAP addresses the underlying problem, which is commonly misuse and abuse of alcohol and drugs, and gives the juvenile the tools they need to change the pattern of alcohol and drug use, with support from the family.

L.E.A.P. (Law Enforcement Adolescent Program) benefits of completion are highlighted below:

For Teenagers:

- Receive objective guidance and LifeSkills classes
- Reflect on choices, learn improved decision making
- Gain insight and knowledge, Gain assistance with goal setting
- Avoid additional criminal charges
- Improve understanding of self and relationships

For Parents/Guardians/Caregivers:

- Receive professional assistance in addressing child’s needs
- Gain opportunity for emotional growth
- Develop maturity for your child
- Attend Parenting Life Skills Classes
- Avoid legal costs

For Law Enforcement and County:

- Provide an alternative to criminal charges for minor infractions
- Help participants make healthy life choices
- Decrease recidivism
- Communicate regularly with teens’ counselor, LEAP Director and Coordinator
- Manage community service hours and activities

B. Needs Assessment

The scope and nature of substance abuse in our county: Utilizing the Center for Disease Control (CDC) Behavioral Risk Factor Surveillance Survey (PRIDE) and the American Drug Alcohol Survey (ADAS) reveals the prevalence of underage drinking amongst HC youth as our teens get older. The surveys also collect data on Risk and Protective factors, which are detailed further below.

Alcohol - ADAS/Pride Survey

Core Measures	9 TH	9 TH	9 TH	10 TH	10 TH	10 TH	11 TH	11 TH	11 TH	12 TH	12 TH	12 TH
	2007	2011	2014	2007	2011	2014	2007	2011	2014	2007	2011	2014
Past 30-day use	33%	20%	9%	41%	28%	22%	52%	43%	34%	69%	50%	46%
Perception of harm	73%	74%	87%	75%	69%	87%	75%	75%	79%	81%	80%	82%

According to the chart above, past 30 day alcohol use, there are downward trends in grades 9 and 10 and a significant decline in 11th grade as attributable to the county wide initiatives of HPR's regional coalition and LEAP program. Unfortunately, prevalence among 12th graders 30 day use is still at an unacceptable rate. A lot of improvements have been made around "Perception of Harm" however; it still decreases (87% 9th grade versus 82% 12th grade in 2014) as teens progress through high school, increasing the risk of use. A slight upward shift has occurred in younger grades, according to the NJ Middle School Risk/Protective survey showing that in 2010; annual use of alcohol was 8.7% trending upward in 2012 at 9.2%. Note the survey response in this report is well below the state average thus not heavily weighted in assessment. Additionally most of the data for Hunterdon was not reported by the state due to low involvement, however; in response to referral data of middle school kids from station house adjustments (NJ diversion program), this population is still at risk and a target population.

According to the NJ County Chartbook of Substance Abuse Related Social Indicators from 2013 for Hunterdon County, the following was revealed: In terms of the rate per 100,000, Cape May (610), Warren (443), Monmouth (429), Cumberland (401), and Hunterdon (395) had the highest rates of admission with alcohol as the primary substance of abuse. Note Hunterdon also had a high of 420 per 100,000 for drug admissions. Underage drinking is normed throughout Hunterdon County. Hunterdon County had the highest prevalence of current drinkers in the State (67.8%) according to the Chapter 8 Data of 2009 Household Survey on Drug Use and Health.

The risk factors in Hunterdon County related to Underage Drinking were assessed using quantitative and qualitative local, state and national data. The following was used in the prioritizing process: (1) identification of risk factors and gaps in protective factors; (2) emerging cultural diversity issues; (3) stages of community readiness; (4) effective environmental

prevention strategies and activities; (5) consumption patterns; and (6) consequences. The table below outlines five primary risk factors linked to intervening variables and causal factors which define our community's *unique local conditions that contribute to youth substance use*.

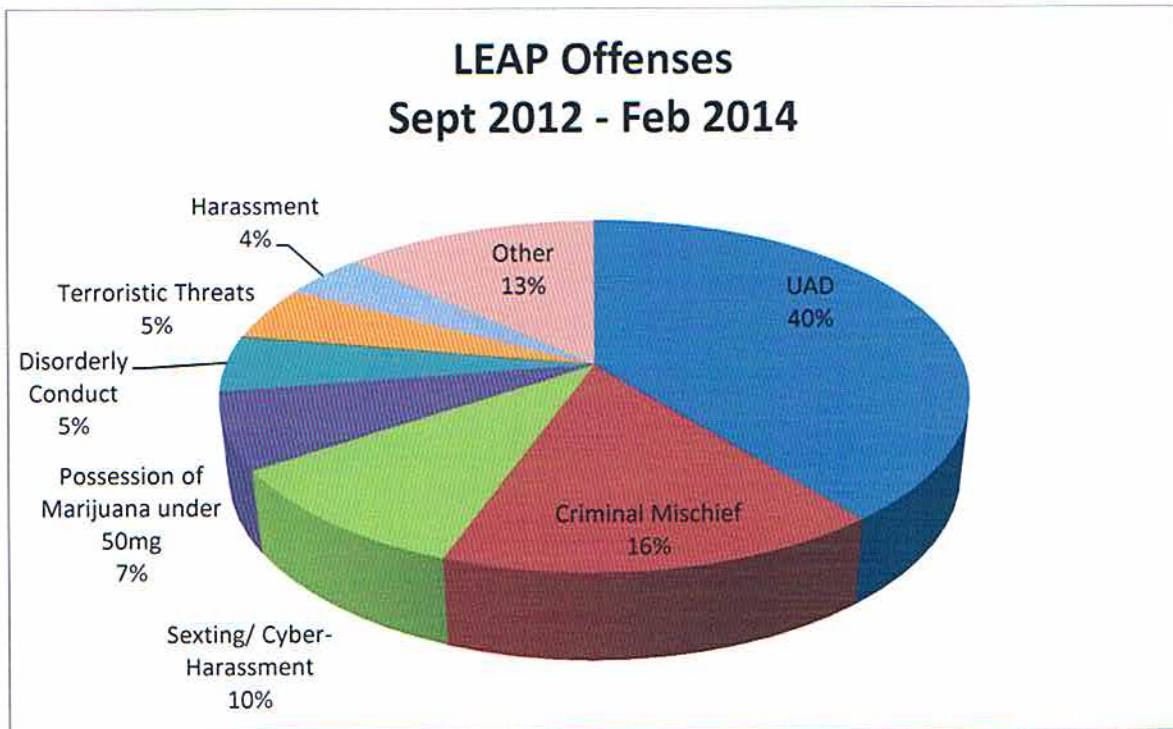
2012-2014 Comprehensive County Youth Services Plan: YSC Risk Factors identified by the Alliances for Hunterdon County:

- Lack of Clear School Policy Regarding ATOD
- Family Management Problems
- Early First Use
- Low Neighborhood Attachment & Community Disorganization
- Favorable Attitudes Toward Drug Use
- School Transitions
- Community Laws & Norms Favorable to ATOD

*The LEAP program utilizes the expertise of the sound short and long term planning of the Youth Services Commission which is comprised of all key youth stakeholders/representatives within the county that include; Prosecutor, Judge, Juvenile Prosecutor, Drug and Alcohol Coordinator, Juvenile Justice Coordinator, Prevention Specialist, Counselors, School Administrators, Health and Human Services Director, and Probation. This commission utilizes a state developed matrix that includes the requirement of data sources which include uniform crime, treatment, risk and protective factor county surveys, timeframe, and how it was utilized. The matrix requires a logic model to be completed utilizing the data and strategies. These plans are then approved on a state level by the Juvenile Justice Commission. Annual updates are required in-between planning years and if adjustments are needed based on any new needs that are assessed; it is done at that time. The 2015 – 2017 Hunterdon County Youth Services Commission Report identifies **diversion** as a primary county **need**: *The goal of Diversion is to provide services and/or informal sanctions to youth who have begun to engage in antisocial and low level delinquent behavior in an effort to prevent youth from continuing on a delinquent pathway.*” According to the 2015 – 2017 Comprehensive Hunterdon County Youth Services Plan Summary identifies the following **gaps and recommendations** which LEAP addresses:*

- **County need and/or service gap to be addressed**: Incidences of substance abuse and Incidences of 1st Time Juvenile Offenses
- **Cite the data that supports the need and/or service gap**: As cited by NJ Uniformed Crime Data in the Youth Services Report, there was a 33.3% increase in drug/alcohol offenses between 2009, 2011 & 2012. In 2009 and in 2012, more than half of juvenile cases were diverted from Family Court without community support and services.
- **Recommendations for Prevention plan**: Expand prevention and early intervention services, Multifaceted Stationhouse Adjustment program for 1st time juvenile incidences

Law Enforcement Adolescent Program offenses from 2012 – February 2015 identifies 40% of those juveniles at high risk that have been diverted into the county diversion program were for underage drinking followed by 16% criminal mischief, which represents half of all the incidents as indicated in the pie chart below. Note, secondary drug use has been identified through random drug testing of LEAP adolescents. This coincides with the background identifying alcohol consumption as a county concern from the 2014 Partnership for Health Report.



The grand total of juvenile arrests has decreased according to the NJ Uniform Crime Report below. This decline is attributed to the increase in station house adjustment referrals to HPR's LEAP (Law Enforcement Adolescent Program), depicted in the pie chart above. **However the number of drug arrests has increased** from 2009 to 2012. Juvenile arrests are predominantly due to drug abuse violations (see chart below).

County Juvenile Arrests by Offense Category, 2009, 2011 and 2012

Offense Categories*	2009			2011			2012			% Change in Number of
	Number	% of All Juvenile Arrests	Rate per 1,000 youth	Number	% of All Juvenile Arrests	Rate per 1,000 youth	Number	% of All Juvenile Arrests	Rate per 1,000 youth	
Violent Offenses	36	10.5%	2.26	55	20.5%	3.5	50	16.2%	3.3	38.9%
Weapons Offenses	16	4.7%	1.0	4	1.5%	0.3	5	1.6%	0.3	-68.8%
Property Offenses	105	30.5%	6.6	21	7.8%	1.3	38	12.3%	2.5	-63.8%
Drug/Alcohol Offenses	99	28.8%	6.2	101	37.7%	6.5	132	42.7%	8.7	33.3%
Special Needs Offenses	2	0.6%	0.1	1	0.4%	0.1	3	1.0%	0.2	50.0%
Public Order & Status Offenses	36	10.5%	2.3	31	11.6%	2.0	25	8.1%	1.6	-30.6%
All Other Offenses	50	14.5%	3.1	34	12.7%	2.2	53	17.2%	3.5	6.0%
GRAND TOTAL OF JUVENILE ARRESTS	344	100%	21.6	268	92%	17.2	309	99%	20.3	-10.2%

Source: Uniform Crime Report (New Jersey), 2009 and 2012

Hunterdon County youth are above the state and national average in substance abuse per state and national rates. Underage drinking is seen as a harmless “rite of passage” by many parents in HC. The NJ Substance Abuse Monitoring chart below indicates that we are still above the state average in alcohol use, followed with a rise in Heroin use in Hunterdon.

Hunterdon	Alcohol	Cocaine/Crack	Marijuana/Hashish	Heroin	Other Opiates	Other
2009	50.00%	5.17%	18.68%	19.83%	4.41%	0.96%
2010	50.52%	3.65%	18.65%	18.33%	6.35%	1.56%
2011	48.57%	3.24%	18.76%	19.24%	6.76%	1.81%
2102	46.15%	3.40%	17.72%	23.42%	6.01%	1.50%
2013	46.00%	3.00%	14.00%	26.00%	6.00%	3.00%
2014	44.00%	3.00%	9.00%	32.00%	7.00%	5.00%
State Average '14	27%	6%	16%	41%	8%	3%

Background and historical context leading to program development: Prior to the creation of the LEAP program, individual police departments would issue Stationhouse Adjustments to youth depending on the offense and the teens were either sent home or charged with a crime. A stationhouse adjustment in NJ is an alternative method that law enforcement agencies may use to address first-time juvenile offenders who have committed minor juvenile delinquency offenses within their jurisdiction. The intent of the stationhouse adjustment program is to provide for immediate consequences, such as community service or restitution and a prompt and convenient resolution for the victim, while at the same time benefitting the juvenile by avoiding the stigma of a formal juvenile delinquency record. However, many Hunterdon County police departments did not have the resources to utilize overseeing community service hours. Thus, many juveniles received warnings and were let go without any consequences. Key informant interviews in 2011

revealed a growing frustration from law enforcement that parents were asking officers to counsel their children as well, as they were seeing the same juveniles repeatedly. Additionally in 2011, the Prosecutor's office was receiving an alarming increase of repeated offenders requesting to be entered back into stationhouse adjustments. NJ law states that only one stationhouse adjustment can be issued for a juvenile, any additional must be approved by the county prosecutor. Since data was not centralized in the county for the reasons juveniles were receiving stationhouse adjustments, focus groups in 2011 revealed that 80% were due to underage drinking and 20% miscellaneous for minor theft and destruction of property.

The county had a large gap in identifying services for teens identified as "high risk" with the law, according to the 2012-2014 Comprehensive County Youth Services Commission Plan. This Youth Services Commission Plan identified the following service gap: *Need more Stationhouse Adjustment programs to allow juveniles to avoid further involvement in the legal system.* There was no coordination between the various police departments, and there was no electronic means to collect stationhouse adjustment data. Finally, insufficient community services tracking mechanisms resulted in diversion without consequence. These gaps in services were identified as a need for an early intervention diversion program within Hunterdon County.

There were no services or support that law enforcement could utilize with these "at-risk" juveniles and families. The high likelihood was that these teens would return shortly into the juvenile court system. In 2011, The HC Prosecutor's Office approached HPR to help develop a system to address this major gap. HPR was the only agency that stepped up and volunteered to support the identified need and gap in services within the county as identified by the Prosecutor and law enforcement, despite no funding availability. HPR staff, along with the Prosecutor's Office, researched a similar program in Morris County NJ that had over 30 years of success, to design an environmental strategy and program that could be implemented within Hunterdon County with our available resources. HPR and the Prosecutor's office developed and customized LEAP. In late 2011, HPR partnered with the HC Prosecutor's Office, police departments and NJ State Troopers to implement and administer the LEAP program. Evaluation data was built into LEAP from the beginning. LEAP process improvements have been made annually based on survey results from the participants that include the targeted population of juveniles, as well as from law enforcement. For example, the forms, based on feedback from families, were simplified to expedite the process. In addition, parent education programs were added. LEAP's effectiveness through statistical information and/or studies, are modeled after a very successful Morris County Teen Pride Program that has shown 90% plus success rate.

Prior Work: Hunterdon Prevention Resources is celebrating 44 years of service; HPR is the longest-standing prevention agency in the county, and the only one that offers a full continuum of science/evidence-based prevention/education services to all HC residents. HPR's support services are provided to all ages, from students of all grade levels, to the pregnant mom, to parents and families, to senior citizens. HPR is the only county prevention agency overseen by a Certified Prevention Specialist, which is a long-standing "best practice" recommendation of the NJ Division Mental Health and Addiction Services. HPR is recognized in the community for staying current with all trends/community issues and securing new resources to address them. HPR staff leads the CADCA award winning Safe Communities Coalition whose vision is to eliminate underage drinking, illegal drug use and prescription drug abuse.

C. Population

Population to be served: LEAP is targeted to “at-risk” adolescents (17 and under) and their parents/guardians with identified problems within Hunterdon County. The *unique and special characteristics* can be described by the following: any juveniles’ actions and/or behavior that have brought them in contact with breaking the law. There are no costs associated with the program thus socioeconomic characteristics do not play a role. There are high risk and resiliency factors associated with this population, thus in some cases, juveniles are not released out of the program until they have passed a series of random drug tests within a six month period. The demographics of the county’s population are 92% white, followed by 5.7% Hispanic. In situations where there are any language barriers, translators are utilized verbally and with written documentation.

Training: HPR staff is highly trained in all curriculums delivered and participates in a staff development program to ensure they are current with all trends, community issues and new resources. Additionally, HPR will provide annual training for law enforcement on the LEAP process and procedures. All professional staff is expected to attend courses leading to the completion of requirements for the Certified Prevention Specialists (CPS) and Licensed Counselor Drug and Alcohol Counselors (LCADC) credential as established by the Addiction Professionals Certification Board of New Jersey, Inc. Additionally, annual *cultural competency training* is completed for all HPR staff. HPR provides accommodations for individuals with the following specific needs: A bilingual prevention educator is available to provide all programs in Spanish and is supported by two bilingual MSW interns. HPR’s office meets the requirements of the Americans with Disabilities Act.

D. Building Capacity

The key stakeholders in building this program were involved in the development stages: prevention experts, Hunterdon Prevention Resources (HPR), and the Prosecutor’s Office (note: Key law enforcement in the county). Prior to implementing the program, the Prosecutor identified 4 police stations to pilot the program. After feedback and improvements to processes such as forms and communications, in 2012, LEAP was fully implemented county-wide. To build buy in and capacity, the Prosecutor identified a well-respected juvenile police officer to act as a liaison/coordinator to the police departments. Peer to Peer support in answering questions off the record, helped to get greater buy in from police departments. Additionally, we had required LEAP training programs over a two day period with representatives from all police departments on board. Over the next 6 months of implementations, we provided one-on-one on-site visits to those police departments that hadn’t utilized the program yet so we could answer any questions and further train other officers at those locations. At the end of the second year of LEAP, we held an awards breakfast honoring all of those police departments that had utilized the program. Press coverage was also given thanking the officers for going above and beyond to help teens get on the right path. Annually, a review is done by the prosecutor’s office with feedback from HPR’s LEAP database, detailing the number of diverted cases in each police department. For those that have not had many cases in the LEAP program, one-on-one visits by

the juvenile prosecutor, the LEAP law enforcement liaison and a member of HPR's LEAP program are arranged to give updated program successes and to help further build activity.

HPR provides LEAP updates and information to the Juvenile Officer's Association monthly meeting, the Youth Services Commission and the Safe Communities Coalition meetings (a county-wide community anti-drug coalition). Key county juvenile resources are present during these meetings and offer support when needed, i.e. Juvenile Crisis Center.

HPR maintains a comprehensive community referral list which was just updated in 2015. HPR staff plays a key role on the ad-hoc committee which updates the list to ensure it is all-inclusive. HPR regularly refers to various treatment agencies, mental health providers, crises services to ensure a collaborative, inclusive approach is utilized. A Community Service (CS) list was developed wherein we contacted all other non-profits and municipalities to ensure LEAP youth have varied opportunities for Community Service.

E. Strategic Planning

The goals, strategies and objectives of LEAP align to reduce the following **priority** risk factors identified in the Youth Services Commission report:

- Family Management Problems
- Early First Use
- Favorable Attitudes Toward Drug Use
- Community Laws & Norms Favorable to ATOD.

Additionally, to improve life skills so that adolescents can make better choices around ATOD.

Goal: Reduce the number of adolescents entering the juvenile justice system for ATOD and other juvenile complaints by 30% from September 1, 2012 to December 31, 2017. *Measured by Juvenile Justice System court records.*

Environmental Strategy 1 - Provide early intervention evaluation system for "high-at-risk"* adolescents and their parents/guardians; while avoiding entrance into the costly legal system.

Environmental Strategy 2 - Provide early intervention evaluation services for "high-at-risk"* adolescents and their parents/guardians including community linkage referrals.

LEAP Objectives:

- 100% of adolescents and their families will receive a comprehensive plan for reducing "at-risk" factors annually.
- 100% of "at risk" adolescent will be drug tested with treatment for those who test positive.
- 100% of adolescents will be provided with community resource guides.
- 100% of adolescents and their families will receive a customized improvement plan.

HPR will utilize satisfaction surveys and pre/post evaluations will be completed at the point of service.

- Pre/post evaluations for LEAP program target 100% completion rate.
- Follow up evaluations are distributed to parents annually in order to measure expected outcomes at 100% annually.
- Adolescent satisfaction surveys target 90% satisfaction level annually.

Minimum number of people to be served annually is 50 adolescents unduplicated and their families and will include: initial adolescent and parent evaluation, LifeSkills sessions for adolescent (4-8 sessions that include: Making Decisions, Alcohol and Marijuana Myths, Coping with Anxiety, Coping with Anger, Communication Skills, Assertiveness, Resolving Conflict and Resisting Peer Pressure), counseling sessions for family (range 4-8 sessions), parent education program (pro-active vs reactive parenting, managing stress in the home, expectation and boundaries, and understanding the adolescent brain), community service monitoring, discharge evaluation and reports.

Sustainability Plan: HPR sustains its critical prevention strategies in several ways: HPR is continually searching for new funding opportunities to sustain its programs. Annually, new grant opportunities are researched on several levels: private/corporate, county, state and federal. HPR presently is partnering with the county juvenile justice system for LEAP. Despite lean economic times and loss of state funding, HPR has never experienced an operating deficit, and has a modest surplus annually, which speaks to the agency's sustainable infrastructure and ability to maintain diversified funding. HPR holds an annual fundraiser in the fall and mails a sponsor letter each spring.

F. Implementation

The LEAP program is innovative as it identifies early at risk adolescents and diverts them out of the juvenile justice system and into a system that provides services and support. LEAP is the only program in the county that is reducing the number of juveniles entering and re-entering the legal system through a joint collaboration of law enforcement, prosecutor's office and Hunterdon Prevention Resources (HPR) making it truly a unique program. While there are other diversion programs within the state to help teens, LEAP is unique in that it provides services to the entire family unit. It requires parental/guardian involvement.

LEAP has been able to adapt to changing needs around the issue of failing random drug tests. For example, when the program was first designed, a failed drug test would have resulted in being kicked out of the program and redirected back to law enforcement. We have been able to change/improve the program to provide additional services for that individual. Additionally, for teens that may have completed the life skills sessions and community service requirements, however are still of concern due to high risk potential, the program has been extended where random drug testing is performed with additional services provided if and when required. With special approval from the Prosecutors office, certain marijuana cases are now being diverted into LEAP based on review of each case. LEAP works collaboratively with community providers to ensure external treatment is maintained if that is determined to be the best course of intervention for the LEAP youth.

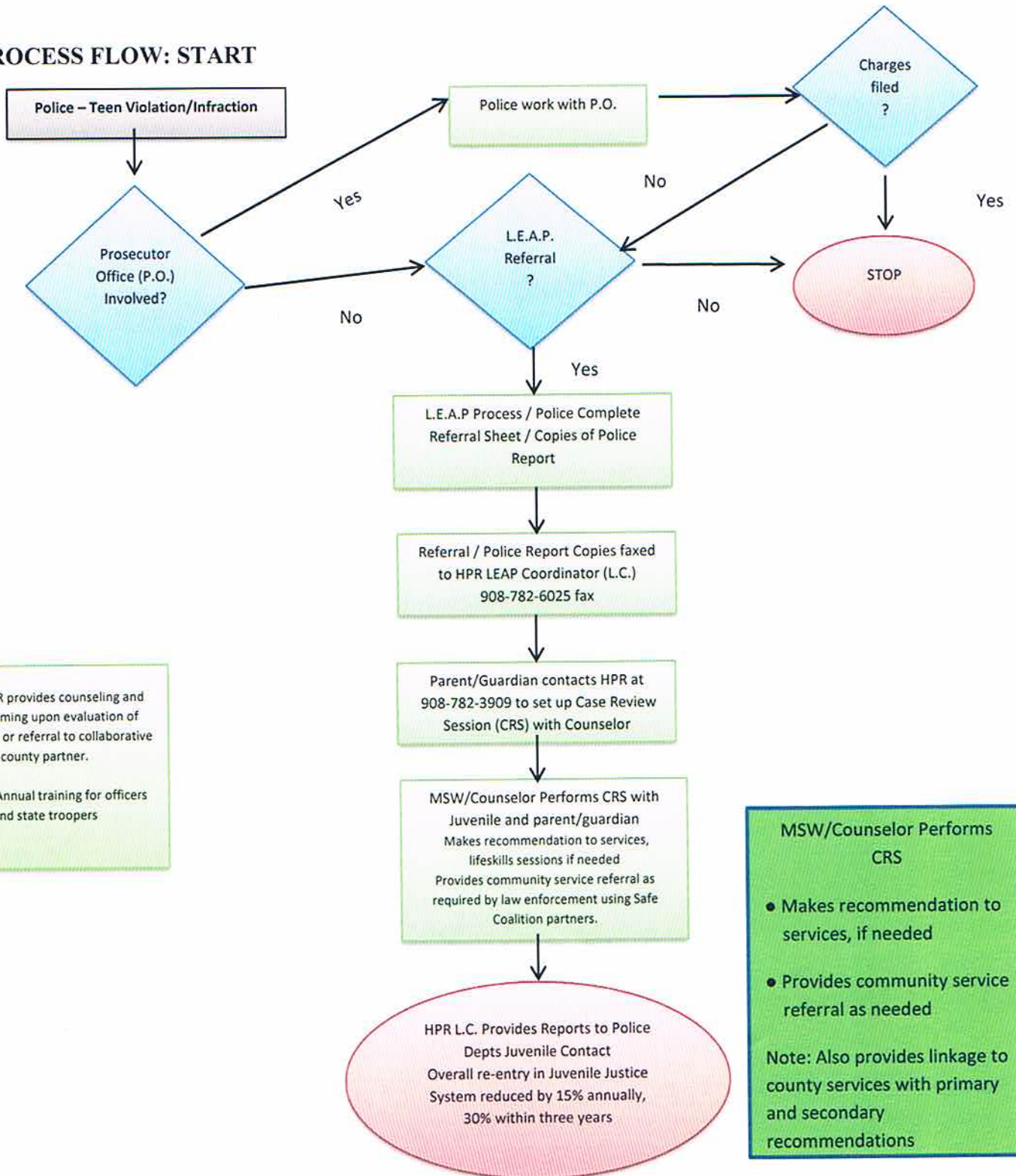
Operation of the program and personnel involved is detailed in a process flow chart on the following page 14. LEAP is targeted to “at-risk” adolescents and their parents/guardians with identified problems within the county. LEAP is comprehensive and includes multiple life skills sessions and/or prevention programs, evaluations, the assigning and monitoring of community service, and completion of final report. Minimum to be served is 50 adolescents and their families that include: initial adolescent and parent evaluation, life skill sessions for adolescent (4-8 sessions that includes; Making Decisions, Alcohol and Marijuana Myths, Coping with Anxiety, Coping with Anger, Communication Skills, Assertiveness, Resolving Conflict and Resisting Peer Pressure) , parent/guardian class (pro-active vs reactive parenting, managing stress in the home, expectation and boundaries, and understanding the adolescent brain), counseling sessions for family (range 4-8 sessions), community service monitoring, discharge evaluation and reports. Duration of the program is typically 6 – 8 weeks however can be extended based on the individual need of the adolescent and their families. Outreach is conducted annually to all law enforcement stations to provide training to new officers. Monthly updates are provided to the Youth Services Commission and the Juvenile Officers Association on the program outcomes. Individual reports are provided bi-monthly to the referring officers on updates of their cases that were diverted. Outreach to the community as far as resources are provided on an ongoing basis. All services and materials are provided in English and Spanish to serve the cultural diversity of our population.

Success in changing community norms is evident as LEAP has identified and assisted over 144 families since the fall of 2012 with a 95% success rate of resolving the individual and family problems that brought them into contact with the legal system: *Measure per the HC JJC data 2012-2014 LEAP adolescents, 95% success rate of not re-entering the justice system.* LEAP also has measured a 99% reduction of juveniles entering the adult justice system: *Measure per the HC JJC data 2012-2014 LEAP adolescents, 99% success rate of not re-entering the adult justice system.*

LEAP affects community wide change as these high risk adolescents are identified to address the root cause of their behaviors that have led to involvement with law enforcement. Rather than teens progressing through their adolescent years breaking the law, abusing ATODs and perpetuating a fractured family unit, these teens and their families are given the support and services to ensure success. This in turns affects the entire community by reducing juvenile justice resources. Families, law enforcement, prevention and treatment professionals working together to address and help those most vulnerable to addiction at an identifiable early stage can lead to long-term sobriety. The LEAP program is fortunate to have high capacity to elicit community wide change as it has the full support of Health and Human Services, the Juvenile Justice System, the Prosecutor’s office, Chief of Police, Law Enforcement, Juvenile Officers Association, Youth Services Commission and Hunterdon Prevention Resources to make this program the success it is.

All aspects and elements of the LEAP program can be replicated and/or adapted as the program is set on legal and standard operating procedures. These procedures and all materials utilized are available to be duplicated.

PROCESS FLOW: START



Note: HPR provides counseling and programming upon evaluation of LEAP client or referral to collaborative county partner.

Provides Annual training for officers and state troopers

MSW/Counselor Performs CRS

- Makes recommendation to services, if needed
- Provides community service referral as needed

Note: Also provides linkage to county services with primary and secondary recommendations

G. Evaluation

L.E.A.P. (Law Enforcement Adolescent Program) comprehensive benefits of completion are:

For Teenagers:

- Receive objective guidance
- Reflect on choices
- Gain insight and knowledge
- Gain assistance with goal setting
- Avoid criminal charges
- Learn to understand yourself and your relationships
- Learn responsibility
- Gain self-worth
- Learn the value of helping others
- Learn the value of hard work

For Parents/Guardians/Caregivers:

- Avoid criminal charges for your child
- Receive professional assistance in addressing your child's needs
- Gain opportunity for emotional growth
- Develop maturity for your child
- Attend Parenting Life Skills Classes
- Avoid legal costs
- Avoid counseling fees

For Law Enforcement and County:

- Provides an alternative to criminal charges for minor infractions
- Helps young members of the community get on the right track
- Maintains a healthy foundation
- Decreases recidivism
- Communicates regularly with the teens counselor, LEAP program Director and Coordinator
- Managed community service hours and activities

The evaluation system was developed at the same time the program was developed to ensure that tools were in place to capture the data that was required to meet the needs of the goals and objectives of the program. The overall measurable outcome that underscores the effectiveness of the proposal are indicated by the reduction of the number of juveniles entering the juvenile justice system and the number of families connected to critical resources in the community. These ties directly back to the mission of the program. LEAP provides early intervention (selected and indicated) for these juveniles and keep these "high-at-risk" teens out of the court system as well as provide them and their families the help that is needed. Additionally, HPR

also monitors the community service hours as determined by Law Enforcement that will be required as a consequence for juveniles, again as another way to divert these teens out of the court system, while still holding them accountable.

Environmental Strategy Outcome #1: Provide early intervention evaluation system for “at-risk” adolescents and their parents/guardians, while avoiding entering into the legal system.

- 1) Identify, at an early stage, “risk” factor(s) for juveniles that include:
 - Family Management Problems
 - Early First Use
 - Social and Emotional Health
 - School Transitions
 - Community Laws & Norms Favorable to ATOD
- 2) Identify community services for juveniles and their families as indicated by the law.
- 3) Reduce the number of juveniles by 30% in three years to avoid the ramifications of entering into the juvenile and adult legal system.

Measurement of Outcome #1:

- Specific activities within LEAP that will be utilized to achieve the expected outcomes are:
 - 100% of adolescents and their families will have received comprehensive plan for reducing “at-risk” factors.
 - 100% of adolescents and their families will have a recommended treatment, referral plan and support system.
- Indicators:
 - HPR utilizes evaluation forms and pre and post evaluations completed at the point of service.
 - Pre/post evaluations target 90% completion rate. (Outcome 2013, 95% and 2014, 95%)
 - Distributed to adolescents to measure these expected outcomes at 100% bi-annually. (Outcome 2013 and 2014, 100%)
 - Adolescent satisfaction surveys target 85% satisfaction level bi-annually. (Outcome 2013 92% and 2014 91%)
 - Prosecutor’s Office Juvenile Arrest Data – indicate reduction in of juveniles re-entering into the legal system.
- Target number: (Outcome 2013 – 2014: *Annual amount of adolescents 65*)
 - 50 annually for initial evaluations – unduplicated
 - 50 x 6 = 300 visits for LifeSkills sessions – duplicated

Environmental Strategy Outcome #2: Provide early intervention evaluation services for “at risk” adolescents and their parents/guardians to make community linkage referrals.

- 1) Connection to related services within the community.
- 2) Identify protective factors and strengthen same.
- 3) Provide problem-solving skills.
- 4) Improve family communication and management skills

Measurement of Outcome #2:

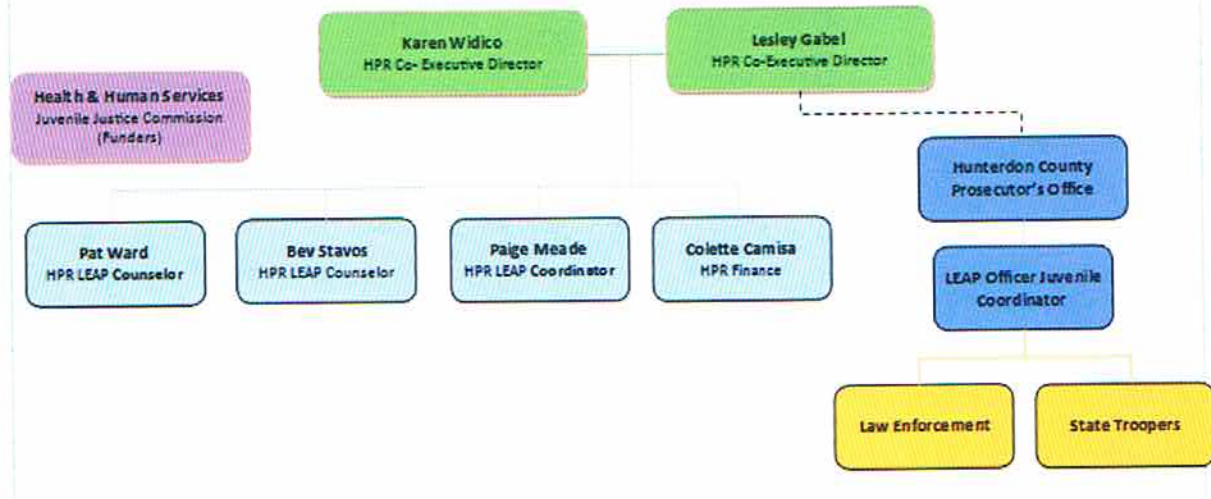
- Specific activities within the LEAP program that will be utilized to achieve the expected outcomes are:
 - Reduction in early risk factors that contribute to ATOD and improved protective factors for adolescents annually.
 - Reduced risk of entering into the legal system by 15% within 3 years.
- Indicators:
 - HPR will work in conjunction with law enforcement and the prosecutor’s office to monitor adolescent progress through monthly progress reports.
 - Quarterly meetings with juvenile officers, HPR and Prosecutor’s office to measure goals and track juvenile progress. Survey’s conducted with partners; satisfaction rate targeted to 100% bi-annually.
 - Station House Adjustments are decreased and repeat offenders decrease overall by 30% over 5 years.
- Target number:
 - 50 annually for initial evaluations – unduplicated
 - 50 x 6 = 300 visits for LifeSkills sessions – duplicated

Program Management

The key personnel who are responsible for LEAP:

- Karen Widico, MSW, CPS, Co-Executive Director – initial session with adolescent and parents/guardians, Oversees parent program, LEAP Director
- Lesley Gabel, Co-Executive Director – liaison with Prosecutor’s Office and law enforcement, LEAP Director
- Paige Meade, LEAP Coordinator – liaison with adolescents, parents and law enforcement paperwork and scheduling
- Beverly Stoskus, LPC – initial session, subsequent LifeSkills sessions for adolescents and/or parents/guardians
- Pat Ward, LCADC, ADHD Certified Adult Counselor – subsequent counseling for adolescents and/or parents/guardians.

**Hunterdon Prevention Resources
LAW ENFORCEMENT ADOLESCENT PROGRAM (LEAP)
ORGANIZATIONAL CHART**



Community Collaboration:

Program Deliveries and Outreach:

- Hunterdon County Prosecutor's Office – Head law enforcement officer in the county, liaison to LEAP for legal referrals, special stationhouse adjustment approval and legal clarifications. Ongoing communication with juvenile officer; however formal reports are given through JOA and Youth Services monthly meetings. Additionally, annual reports are provided on outcome data.
- Hunterdon County Police Departments – All Police Chiefs refer juveniles and their families directly to HPR, in collaboration with 17 departments (including the 2 state trooper barracks in Kingwood and Perryville). Formal reports are provided to the referring officer every two weeks; annual outcomes are presented at the Chiefs meeting.
- Hunterdon Juvenile Officers Association – HPR updates association on the cases (no names are provided due to HIPAA laws) and outcomes of LEAP.
- NJ State Troopers – Coordinate issues they are coming upon within areas not patrolled by HC police enforcement. Visit barracks annually for review of program.
- Youth Services Commission – HPR updates association on the cases and outcomes of LEAP at monthly meetings.
- Hunterdon Family Success Center – Use of facility for programs and group activities including community service. This is a division of HPR.

- Outcome data is provided to Health and Human Services and the Juvenile Justice Commission on quarterly bases. Annual on-site reviews are conducted by these agencies at HPR to review the effectiveness of the program. Formal reports are then reported back to county executives and to the NJ state Juvenile Justice Commission through an annual formal report.
- Referring Agencies – HPR will refer adolescents for services that are identified during intervention as needed such as Catholic Charities, Safe in Hunterdon, Hunterdon Behavioral Health, etc. We will collaborate and monitor the adolescents through the referrals; upon completion, adolescents return to HPR for a discharge close out session.

Please note: Due to the nature of program, collaboration is limited due to HIPAA laws.

Program Budget for Hunterdon Prevention Resources
Name of Program: Law Enforcement Adolescent Program (LEAP)

Revenue Type	Total Projected Program Budget - 2015	Total Projected Program Budget FY 2016	Total Projected Program Budget FY 2017
Contributions/Donations	0	0	0
Special Events	0	0	0
Annual Fundraising Campaign	12,852	12,852	12,852
JJC – Health and Human Services Grant	15,000	15,000	15,000
Program/Membership Fees	0	0	0
Grants	15,000	15,000	15,000
Total Supported Revenue	\$98,556	\$98,556	\$98,556

Expense Type	Line Item Usage per grant Program Budget - 2015	Line Item Usage per grant Program Budget - 2016	Line Item Usage per grant program Budget - 2017
Salaries	12,386	12,386	12,386
Benefits and Related Expenses	1,858	1,858	1,858
Accounting	0	0	0
Legal	0	0	0
Office Expenses	0	0	0
Occupancy Expenses (Rent, Mortgage, etc.)	333	333	333
Information Technology	0	0	0
Travel and Automobile	0	0	0
Conferences and Workshops	0	0	0
Training	0	0	0

Publicity / Marketing	0	0	0
Insurance	0	0	0
Materials and Supplies	258	258	258
Other Expenses	165	165	165
Other Expenses	0	0	0
Other Expenses	0	0	0
Total Expenses	\$15,000	\$15,000	\$15,000