



# OYA Professional Standards Office

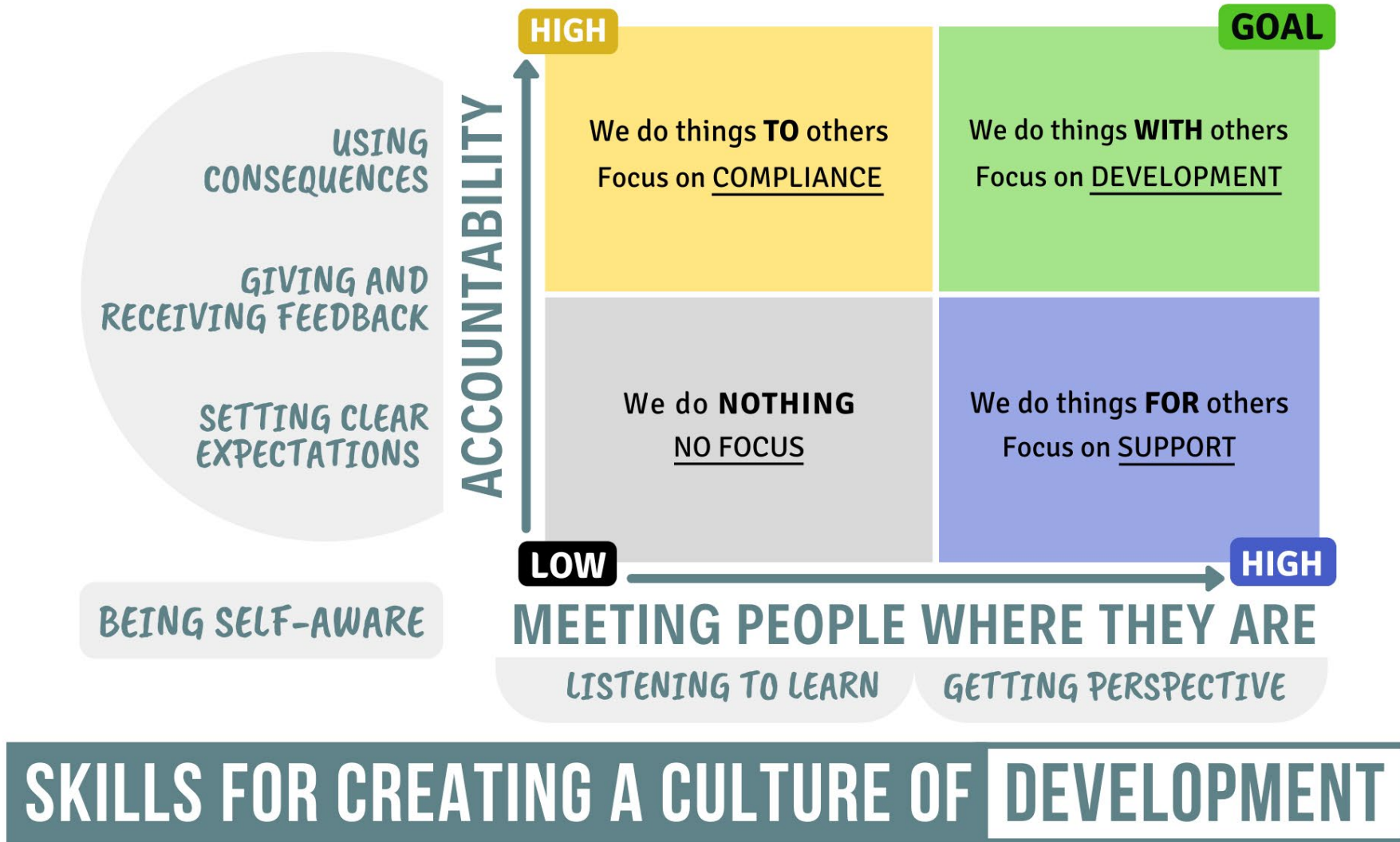
## PSO Case Statistics

Tim Thrasher, Chief Investigator

4/15/2026



# The Developmental Approach





# Insights into Action

## Our Data Culture Framework



### **Hard on Data, Intentional with People**

We challenge the information, not the individual.

Healthy tension strengthens our thinking.



### **If You Don't Know Your Data, You Don't Know Your Business**

Understanding our metrics is a shared responsibility.

Knowing your data builds credibility and informs better decisions.



### **Transparency Builds Trust**

Sharing successes and struggles strengthens our collective effectiveness.



### **Can't Manage a Secret**

No one has to carry the issues alone.

Open communication enables accountability and shared solutions.



### **Complexity is the Enemy of Execution**

Simplicity and clarity accelerate progress.

Keep it understandable, actionable, and measurable.



### **Collective Accountability**

We rise together. Data ownership matters, but improvement is a team sport.

*We turn data into direction — not just to report, but to refine, learn, and improve*



# What We Do

*The mission of the Professional Standards Office (PSO) is to help eliminate organizational conditions which may foster, permit, or encourage inappropriate behavior by OYA employees. PSO ensures that the integrity of the agency is maintained through a system of fair, objective, and impartial administrative investigation and review.*



## Investigation & Documentation

- Investigate allegations of misconduct involving youth and any responsible party, including employees, volunteers, and contract providers.
- Log, track, and respond to complaints received through the Reporting Line, online forms, email, youth incident reports, and other channels.



## Compliance

- Ensure compliance with the Prison Rape Elimination Act (PREA).



## Reporting & Analysis

- Prepare reports summarizing youth safety complaints and their outcomes.
- Analyze trends to identify and address conditions that enable misconduct.



## Training & Ethics

- Assist with staff training on ethics, professional boundaries, and related policies.



# Definitions

Term	Definition
<b>Professional Standards Office (PSO)</b>	The Professional Standards Office (PSO) conducts impartial investigations into allegations of abuse and other inappropriate or illegal behavior upon the part of staff or youth, works to ensure the safety of the youth committed to OYA, and holds staff accountable for meeting OYA's core values of professionalism, accountability, integrity, and respect.
<b>Prison Rape Elimination Act (PREA)</b>	The Prison Rape Elimination Act (PREA) is federal law that supports prevention of sexual assault and rape within corrections systems and also sets minimum standards for responding to allegations of sexual assault and sexual harassment.
<b>Complaint (CPT, SCC)</b>	Complaints are lower-level cases related to OYA facilities, OYA parole/probation offices, residential providers, proctor homes, OYA foster homes, or any other location. PSO has a goal of closing complaints within 30 days of reported date. Note: Outside this slide deck, complaints about residential providers, proctor homes, and OYA foster homes may be classified separately under "Sub-Care" or "SCC," with all other complaints classified as "CPT."
<b>Investigation (CS)</b>	Investigations are higher-level cases with serious allegations such as a PREA incident. PSO has a goal of closing investigations within 90 days of reported date and within 60 days for PREA cases.
<b>Youth Incident Report (YIR)</b>	Youth incident reports are entered into JJIS, typically by facility staff. Some YIRs are flagged for PSO review based on a variety of criteria (e.g., PSO notification checkbox, PREA-related, various problem groups, escape, director notification checkbox, etc.)
<b>Reporting Line</b>	The Reporting Line is available 24x7 for OYA youth, OYA staff, parents, OYA residential and foster care providers, and community members to report concerns. Calls may be left anonymously. PSO attempts to return all Reporting Line calls by the end of the next business day, when contact information is available.
<b>Reported Date</b>	Reported date is when an individual contacted PSO about an issue, e.g., left a message on the reporting line, sent an email, or called the PSO office. PSO tracks cases from the reported date, which may be earlier than the date the case is entered into the case management system.
<b>Open</b>	The initial state of a case is entered into the PSO case management system is "Open."
<b>Suspended</b>	Investigators halt their work temporarily when a case has been suspended to law enforcement or Department of Human Services.
<b>Closed</b>	When investigators complete a case, they close and sign it.
<b>Signed</b>	The final step in the lifecycle of a case is review by the Chief Investigator or the chief's designee. The case is signed off if it meets PSO standards for documentation, investigation, evidence, etc.



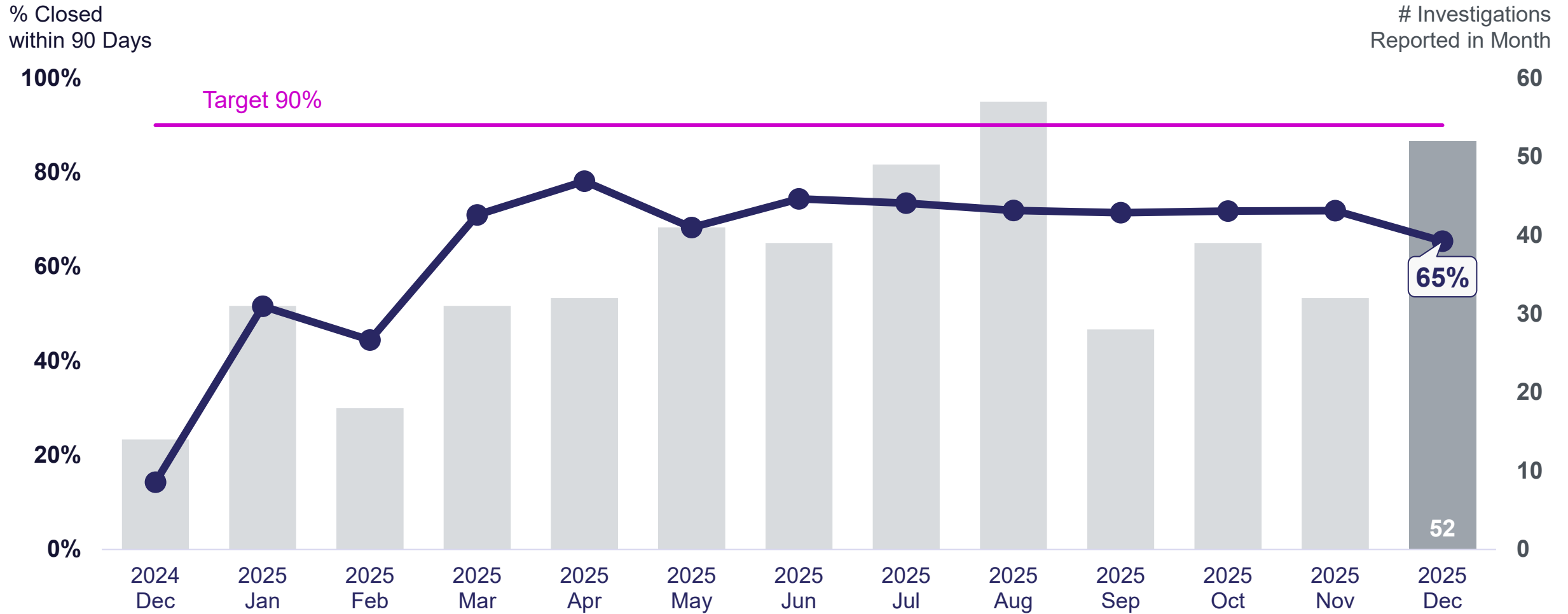
Insight | Measurement | Performance | Accountability  
Continuous Improvement | Transparency



# Performance Metrics



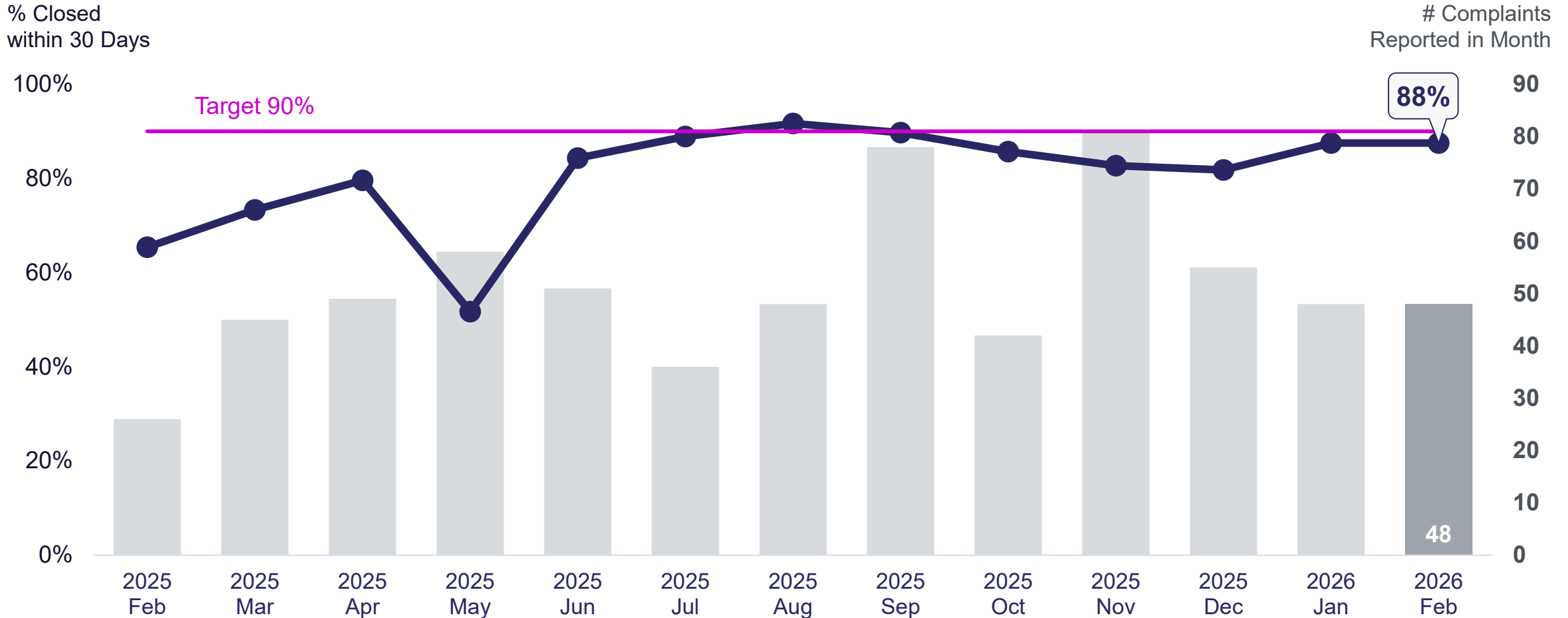
# 65% of investigations reported in December 2025 closed within 90 Days



NOTE: Due to data limitations, this metric does not exclude suspended case days.



# 88% of complaints reported in February 2026 closed within 30 Days

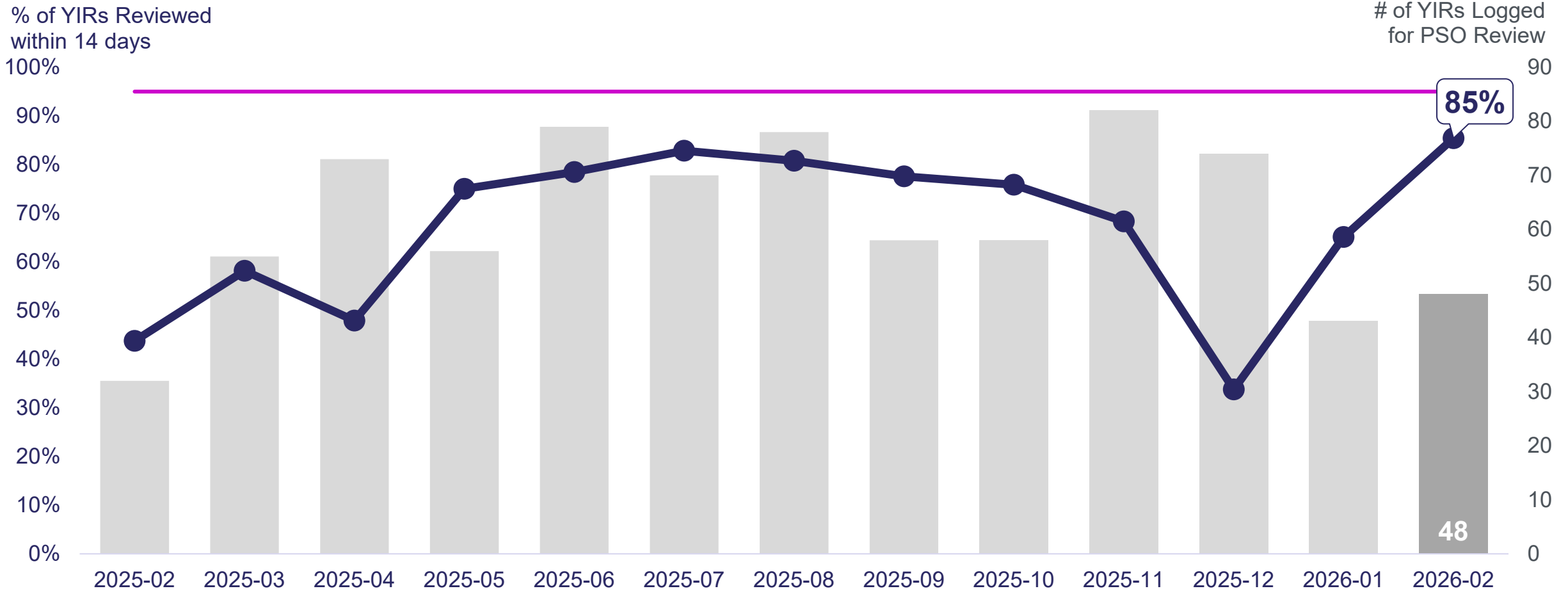


NOTE: Due to data limitations, this metric does not exclude suspended case days.



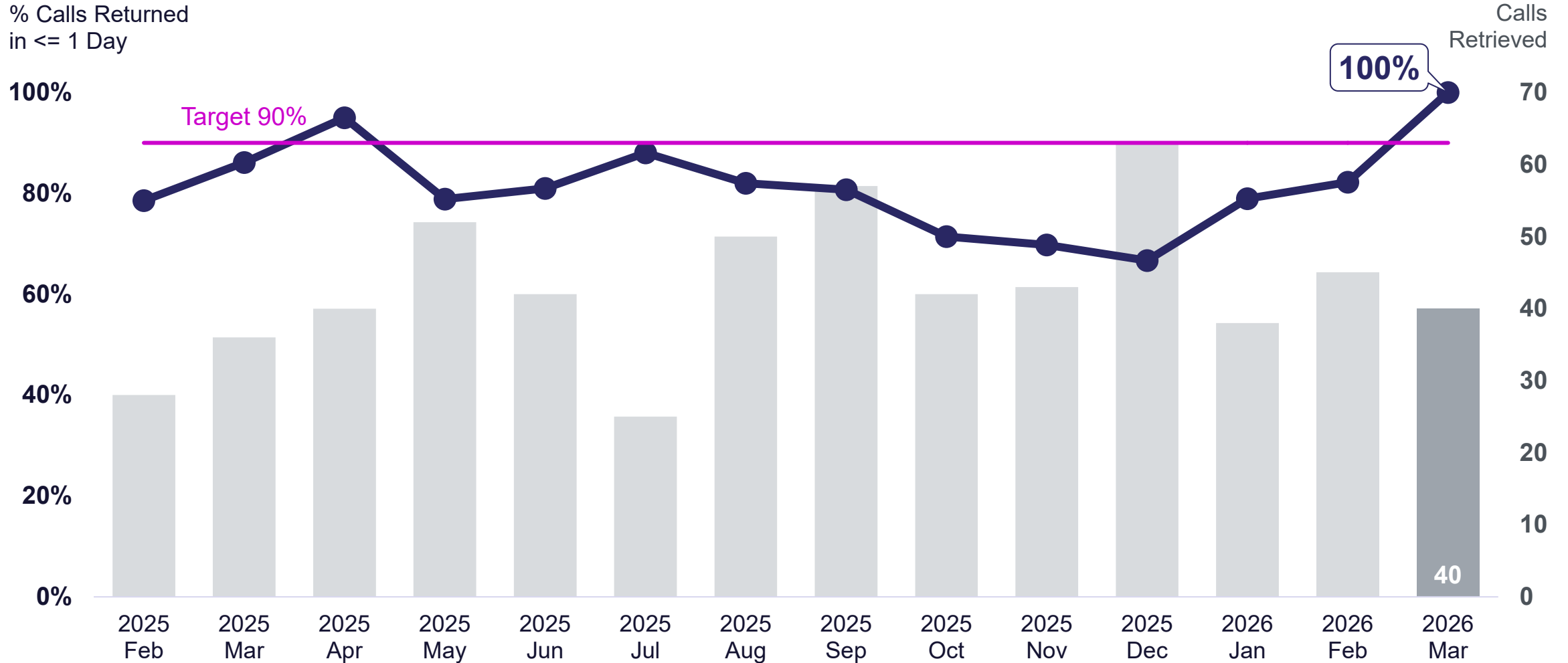
# 85% of YIRs flagged for PSO attention in February 2026 were reviewed by PSO within 14 days

PSO staff review the YIR incident details to determine whether to open a PSO case.





# 100% of the reporting lines calls were returned within 1 business day of retrieval during March 2026





# Supplemental Slides



The Chief Investigator (or designee) has signed 1,897 of the cases that were awaiting review on 1/1/2025

Pre-2025 Caseload: Review Activity

**3228** Unsigned on 1/1/2025

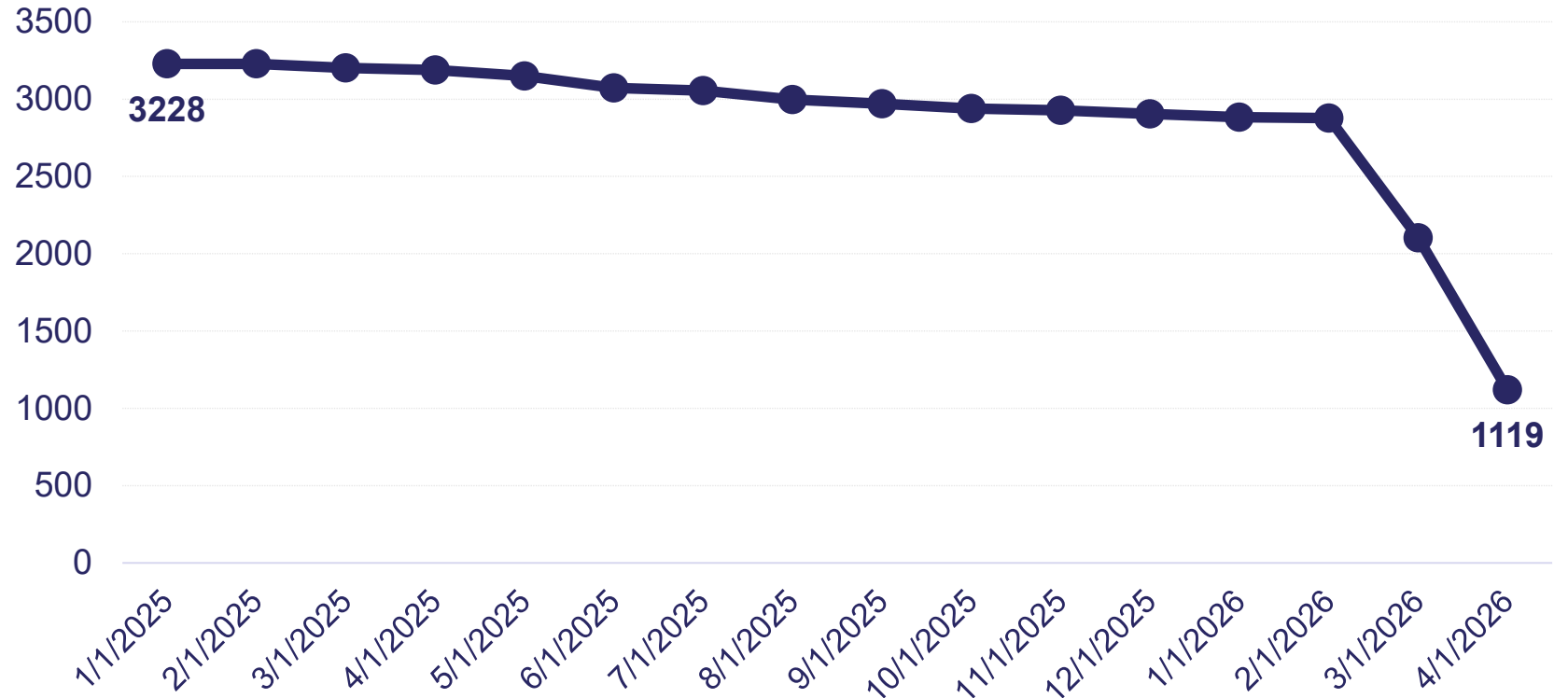
**-1897** Reviewed & signed since 1/1/2025

**1331** Cases closed prior to 1/1/2025 still awaiting review as of 4/1/2026

Ongoing case review and cleanup have identified duplicate cases and required some cases to be reopened. This has resulted in 4 of the pre-2025 cases remaining open as of 4/10/2026.

Pre-2025 Unsigned Caseload

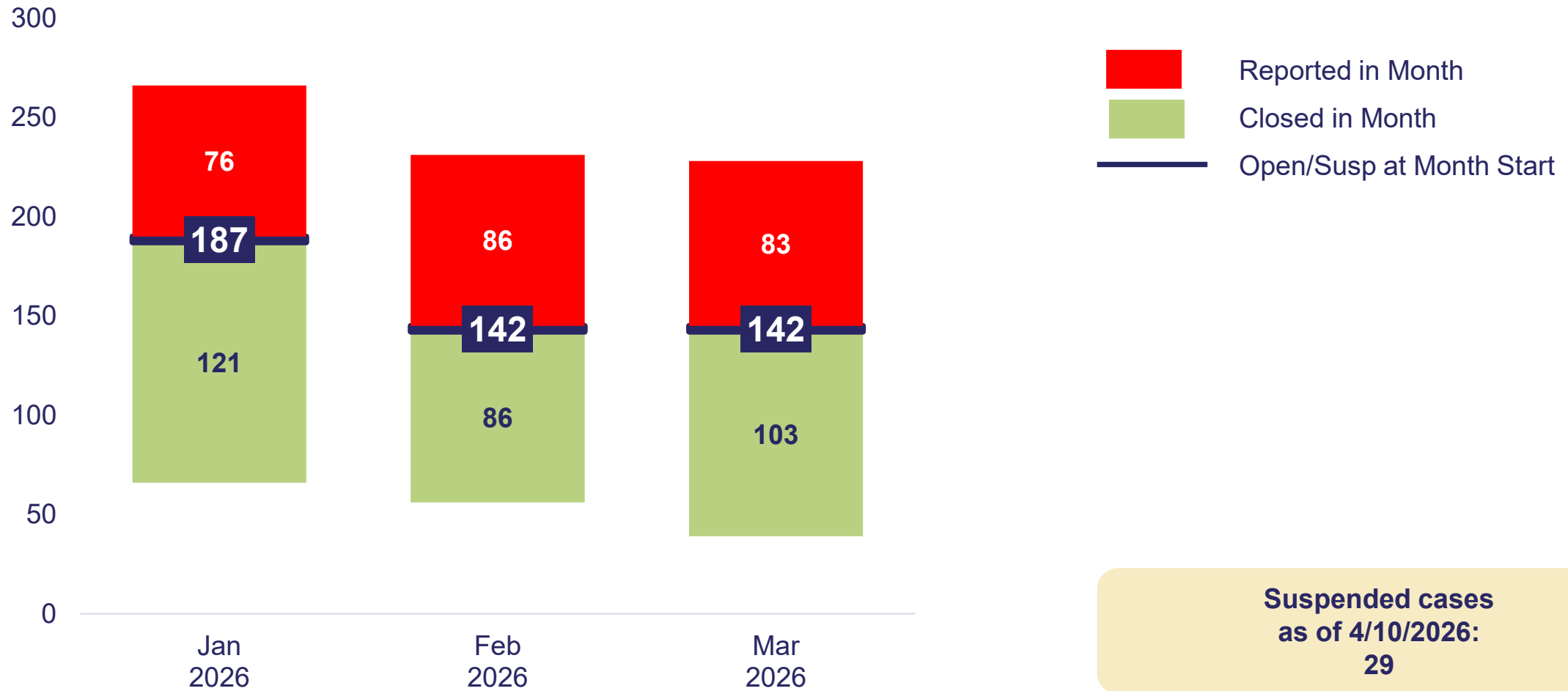
Unsigned Case Count



AIM data as of 4/3/2026.



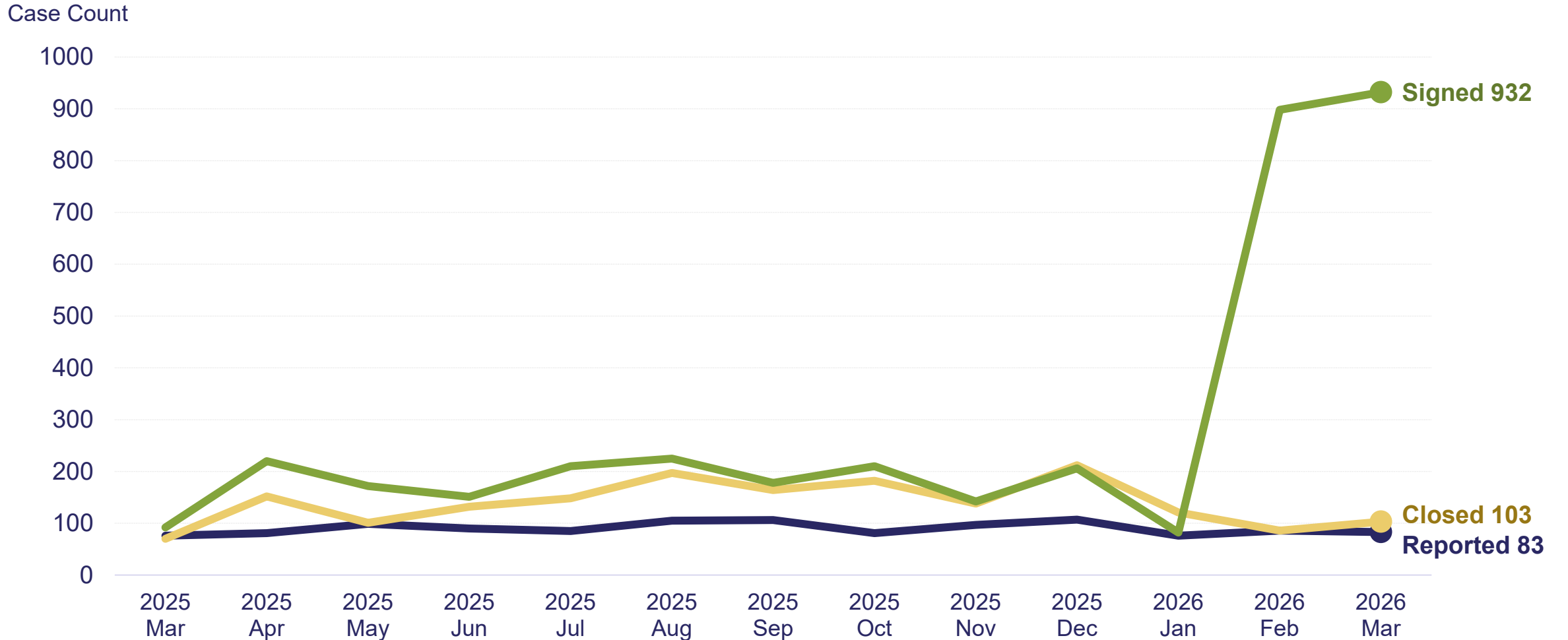
# PSO Case Flow



**Suspended cases  
as of 4/10/2026:  
29**



# Case signing has accelerated since the deployment of a dedicated resource in February



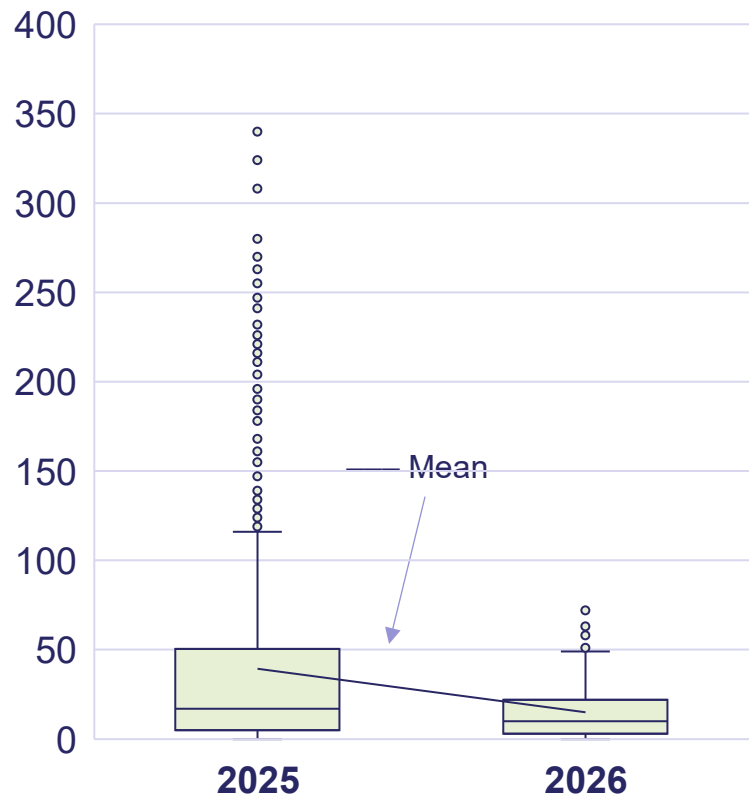


# Distribution of Days to Case Closure

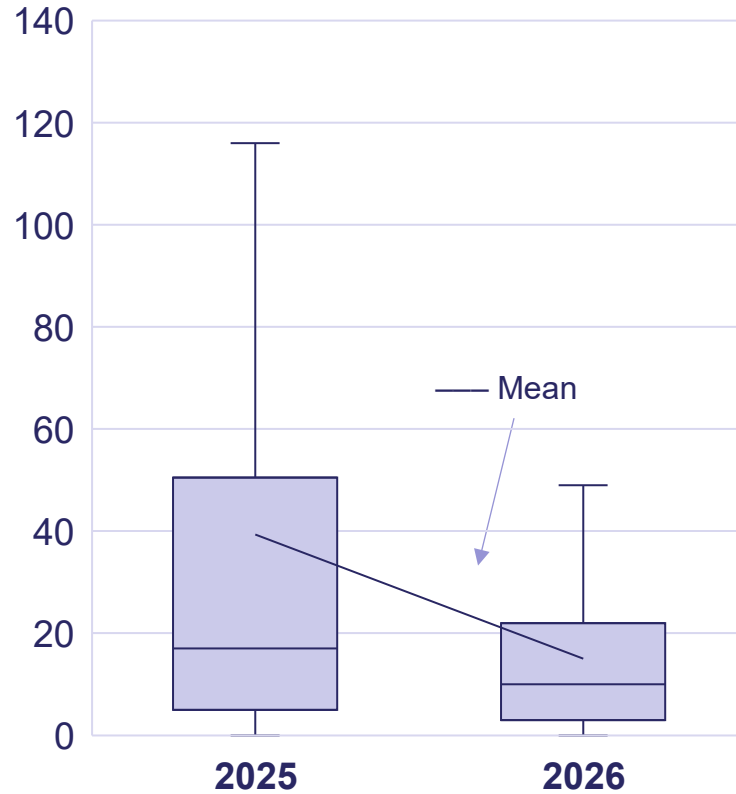
## By Reported Year

### Days between case reported date and close date

With outliers displayed



Without outliers displayed



### Boxplot statistics by reported year

Statistic (Days)	2025	2026 YTD
Minimum	0	0
25 <sup>th</sup> percentile (Q1)	5	3
Median (Q2)	18	8.5
75 <sup>th</sup> percentile (Q3)	51.5	22
Maximum	340	72
Mean Average	39.7	14.69
Statistic (Count)	2025	2026 YTD
Outliers (count)	79	9
Closed Cases (N)	1004	180



# Classified Cases

## Days to Close

PSO began implementing case classification in spring 2025. As of May 1, 2025, PSO had classified all open and suspended cases and continues to classify all newly reported cases.

Case Classification	Case Count (N)	Average Days to Close
1) Staff on youth sexual or boundary violation	102	47.7
2) Staff on youth non-sexual or other criminal act	58	37.5
3) Staff on youth racism or discrimination	11	15.9
4) Youth on youth sexual or boundary violation	170	55.0
5) Youth on staff assault	5	32.6
6) Youth on youth other crimes	44	26.5
7) All other cases	501	17.5
<b>All classified cases closed on or after 5/1/2025 *</b>	<b>891</b>	<b>29.9</b>

\* Table excludes 20 unclassified cases reported and closed after 5/1/2025.



# Classified Cases

## Findings by Case Classification

Case Classification	Substantiated	Partially Substantiated	Unfounded	Inconclusive	Referred	Combined	Other <sup>1</sup>
1) Staff on youth sexual or boundary violation	11	3	29	39	4	9	7
2) Staff on youth non-sexual or other criminal act	7	1	18	12	4	13	3
3) Staff on youth racism or discrimination	2	1	0	2	6	0	0
4) Youth on youth sexual or boundary violation	64	7	26	52	3	8	10
5) Youth on staff assault	3	0	0	0	0	1	1
6) Youth on youth other crimes	14	3	4	7	7	6	3
7) All other cases	57	10	89	46	146	41	112
<b>All classified cases closed on or after 5/1/2025 <sup>2</sup></b>	<b>158</b> (18%)	<b>25</b> (3%)	<b>166</b> (19%)	<b>158</b> (18%)	<b>170</b> (19%)	<b>78</b> (9%)	<b>136</b> (15%)

<sup>1</sup> Other findings: Resolved Prior to PSO Contact, Unable to Contact, No Complaint, and any data errors of closed cases with a pending finding.

<sup>2</sup> Table excludes 19 unclassified cases and cases without a specified finding.



# Closing Updates



## High Priority Work

Is there any high-priority work happening in your department that we don't see reflected in some way in these slides?

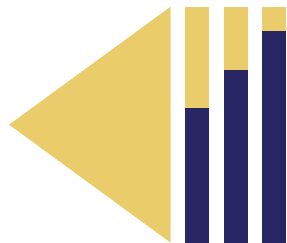


## Employee Engagement

Updates on employee engagement efforts and areas of focus.

# IMPACT

Insight | Measurement | Performance | Accountability  
Continuous Improvement | Transparency



## Help us improve

Follow QR code to provide feedback