



Camp Tillamook

IMPACT Presentation

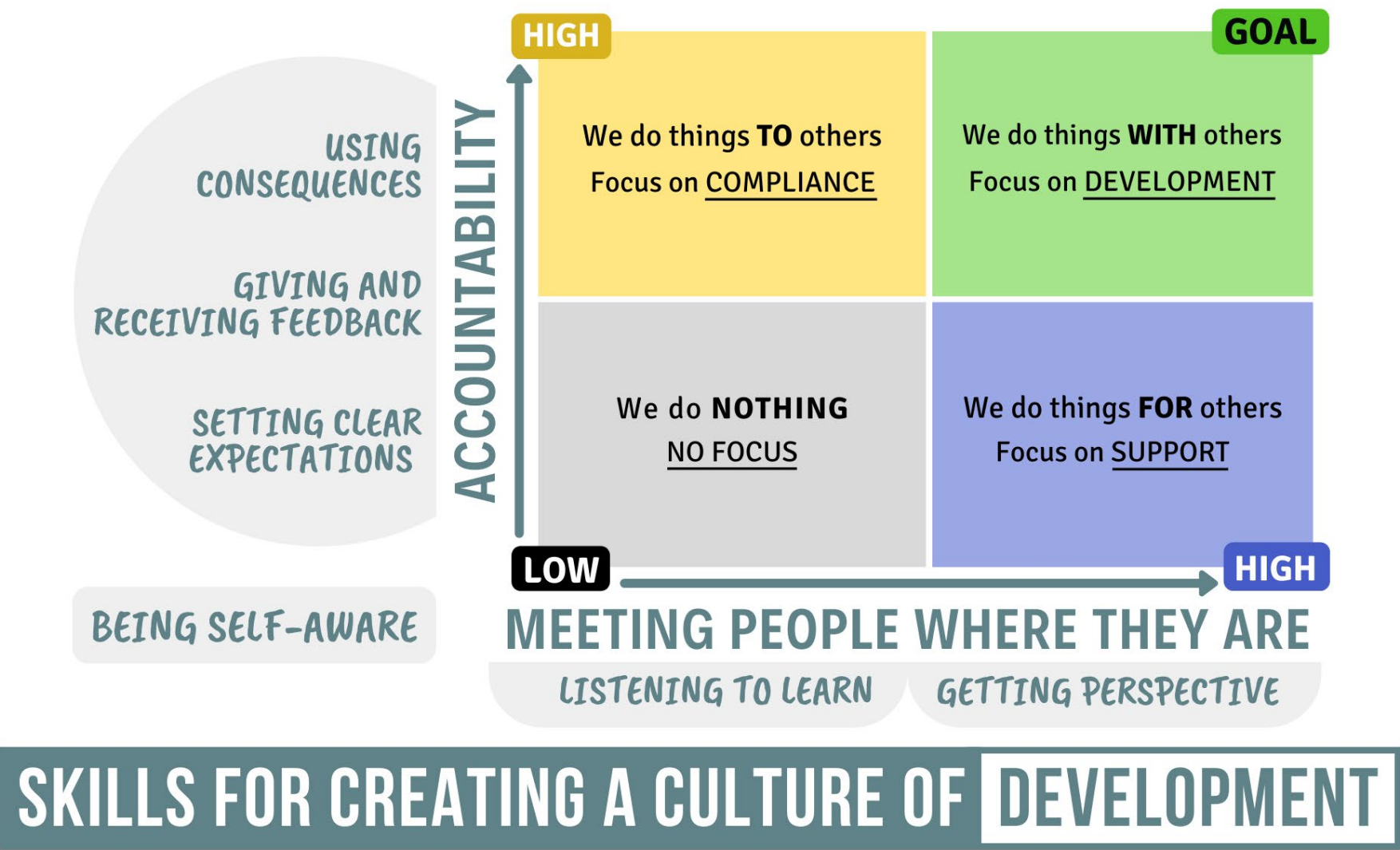
James Sapper, Camp Director

Dean Jones, Assistant Camp Director

9/23/2026



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



Definitions

Term	Definition
ADP	Average Daily Population
DBA	Discretionary Beds Available
PSR	Public Safety Reserve beds
Positive Youth Engagement (PYE)	PYE includes all activities for which attendance hours are tracked in JJIS (Education, Vocation, Work Experience, Treatment, Large Muscle Activity, OIIR Activities, and Other Enrichment Activities).
Average PYE Hours	Total number of attendance hours divided by the facility population.
Safe Community Skills Group	Core treatment group designed to strengthen prosocial skills such as problem solving, emotion regulation, and conflict resolution.
Group Life Coordinator (GLC)	Frontline direct service staff who supervise and program youth in close-custody and make up a majority of the OYA workforce.
OIIR	Office of Inclusion and Intercultural Relations



On 8/31/26 there were 16 youth at Camp Tillamook.

Number of Youth	16
Average Age	20.12
Age Range	18-24
DOC Youth	1
% PSR	75%
% Revoked	18.75%
% Sexual Harming Behavior	68.75%
Average LOS to Date in Days	180.8
Median LOS to Date in Days	136.5
LOS Range in Days	16-485
Race/Ethnicity	
% White	50%
% Hispanic	43.75%
% Other/Unknown	6.25%



Program Exits by Month

One youth returned to a YCF in August.

Camp Tillamook Releases by Race/Ethnicity & Destination





Insight | Measurement | Performance | Accountability
Continuous Improvement | Transparency



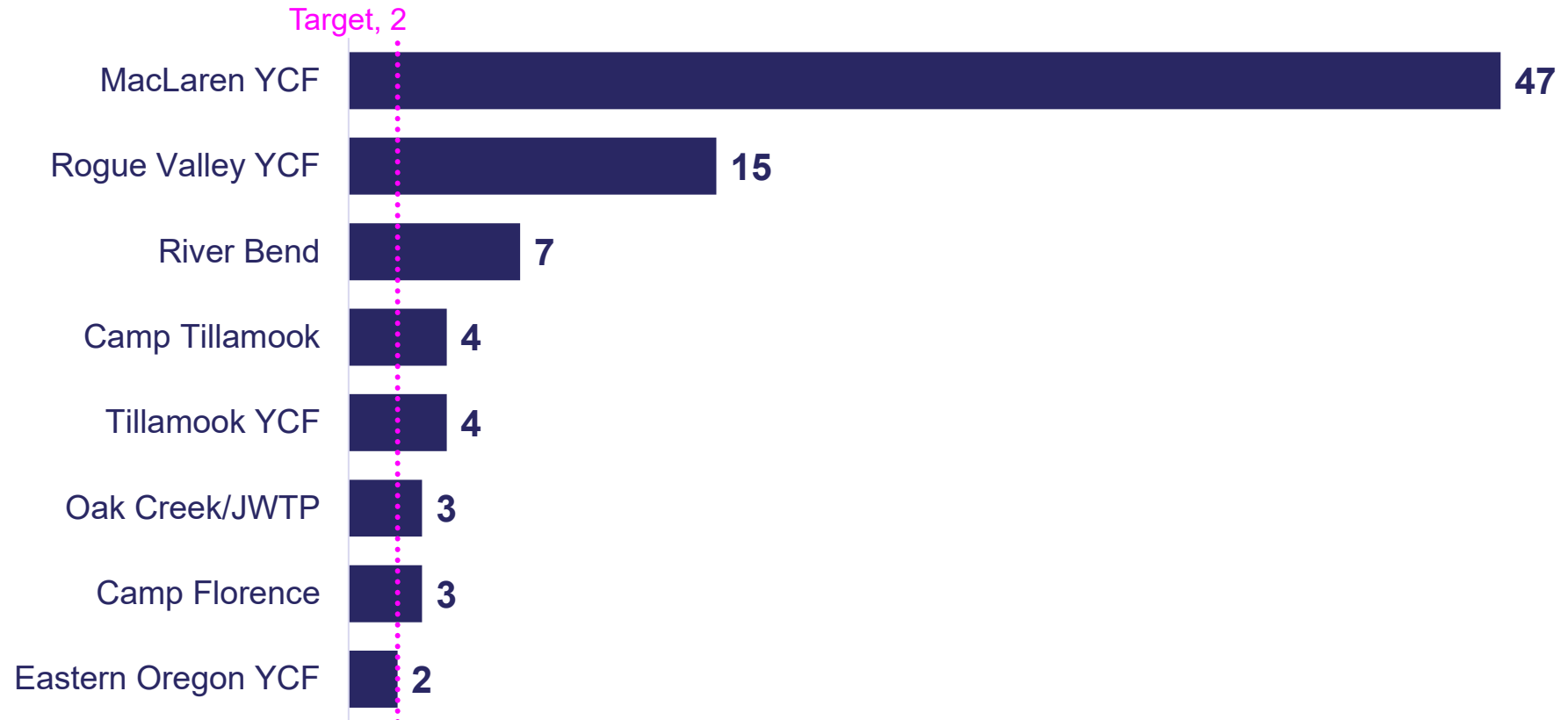
Performance Metrics



PREA Walkthroughs by Facility

- II-A-3.0 Interactive Supervision of Youth
 - Walkthrough twice per month
 - Each weekday, each shift
- Tracked in Unit Logs
- Completed by LUM, OD, or CO

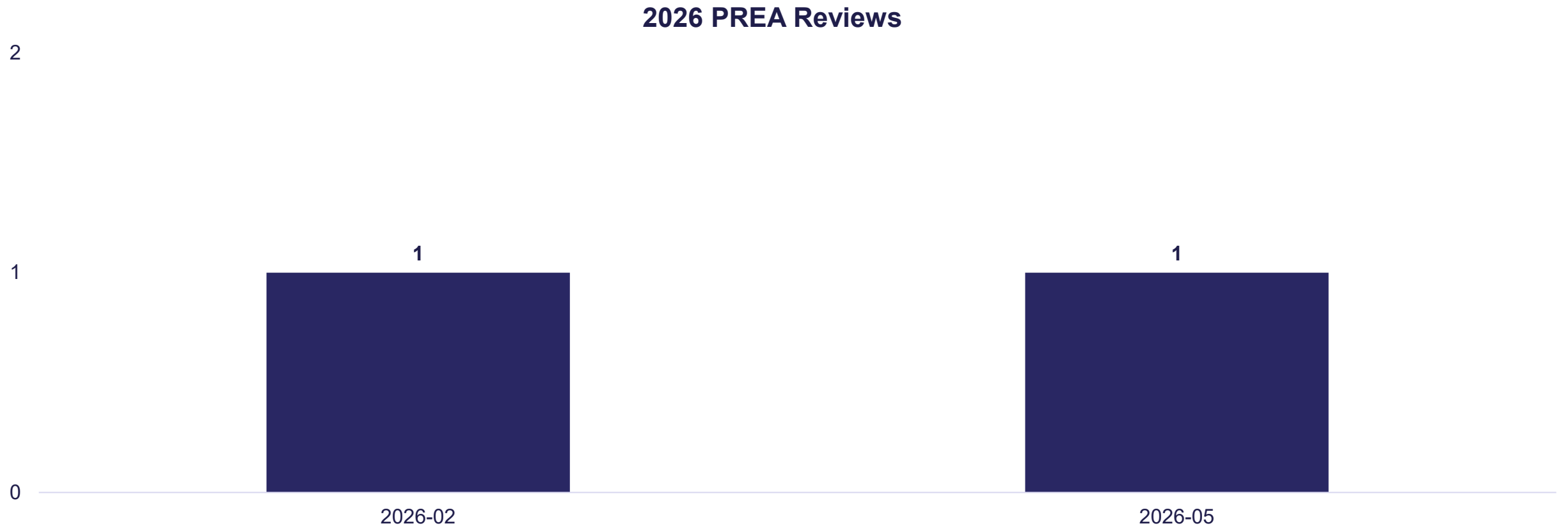
In August 2026, 100% of facilities met or exceeded requirement for PREA walkthroughs.





PREA Reviews

Two PREA reviews this year; both were unsubstantiated.





Youth Grievances

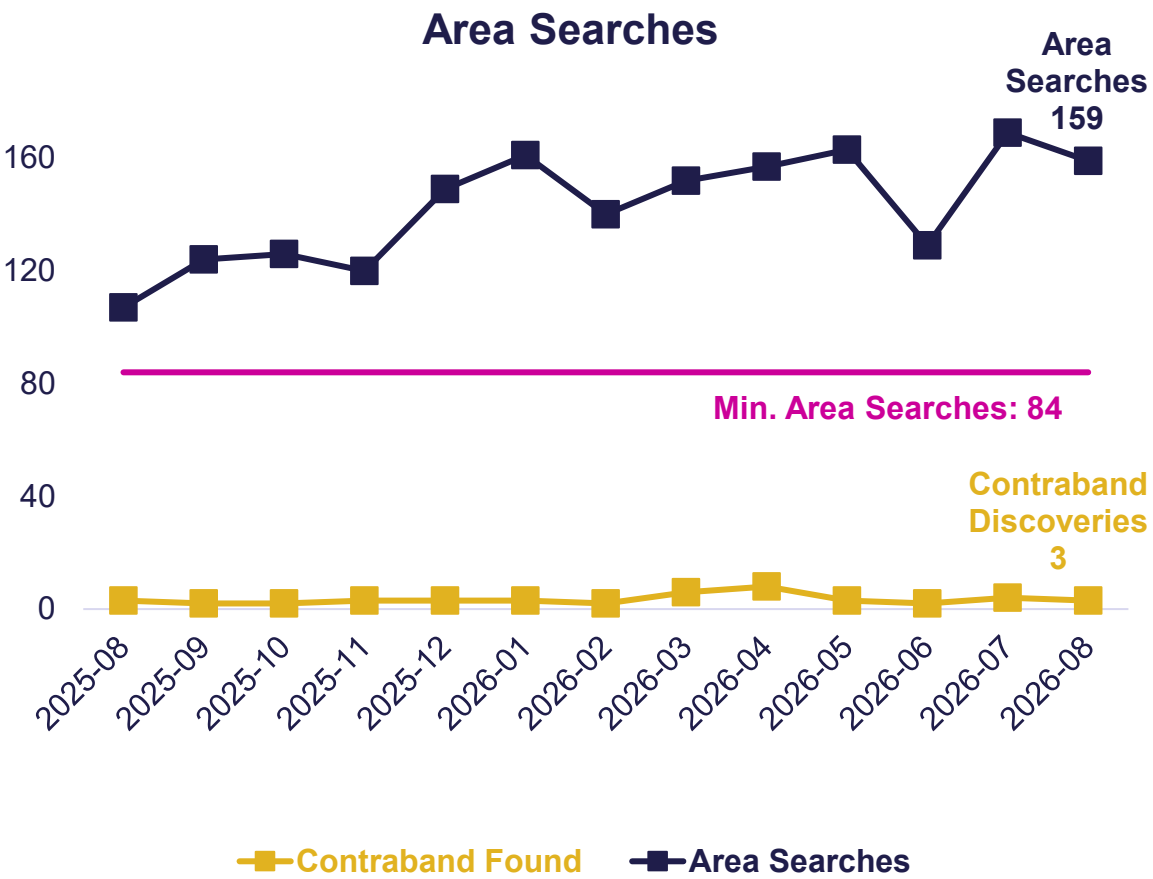
No youth grievances have been submitted since June.



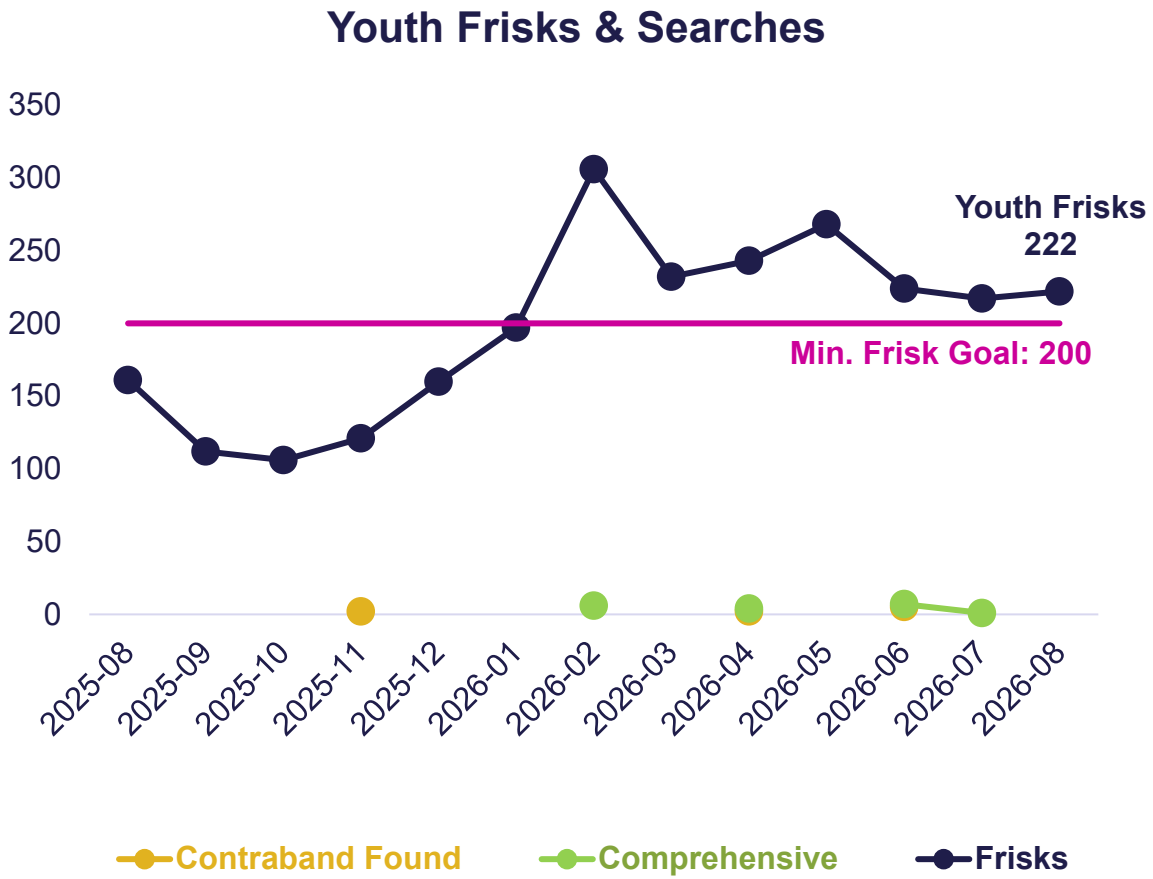


Contraband Searches

August area searches resulted in three contraband discoveries.



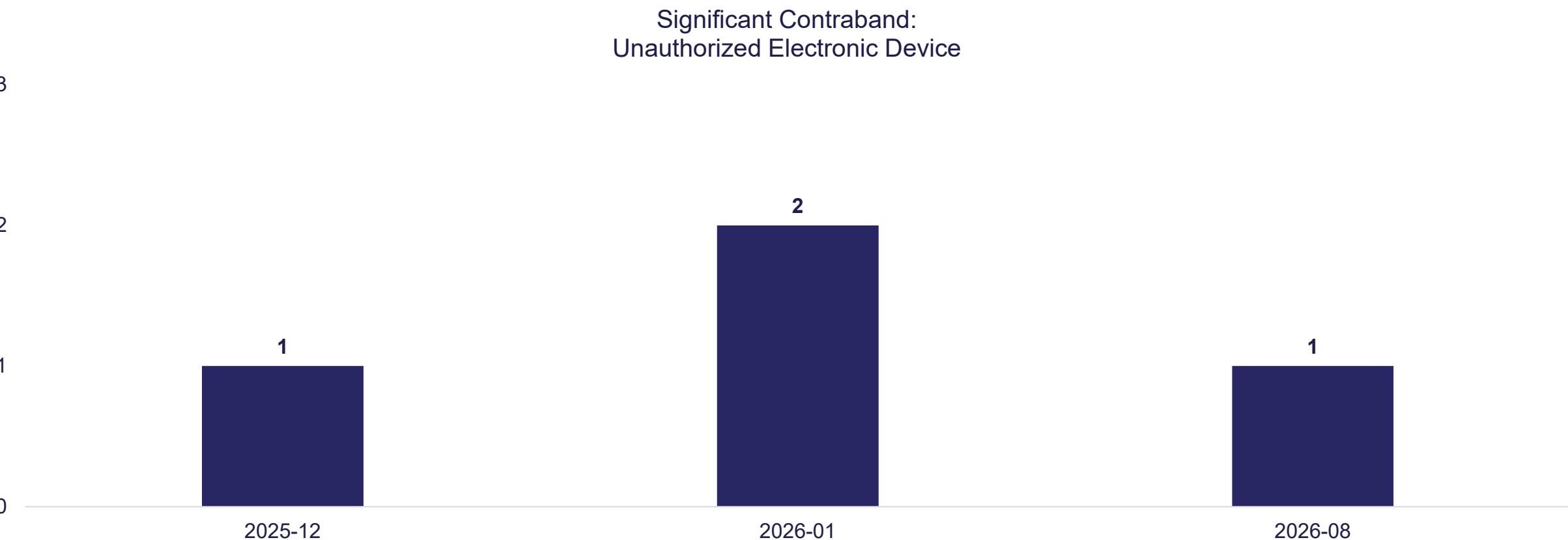
No contraband discoveries from youth frisks/searches in August.





Significant Contraband

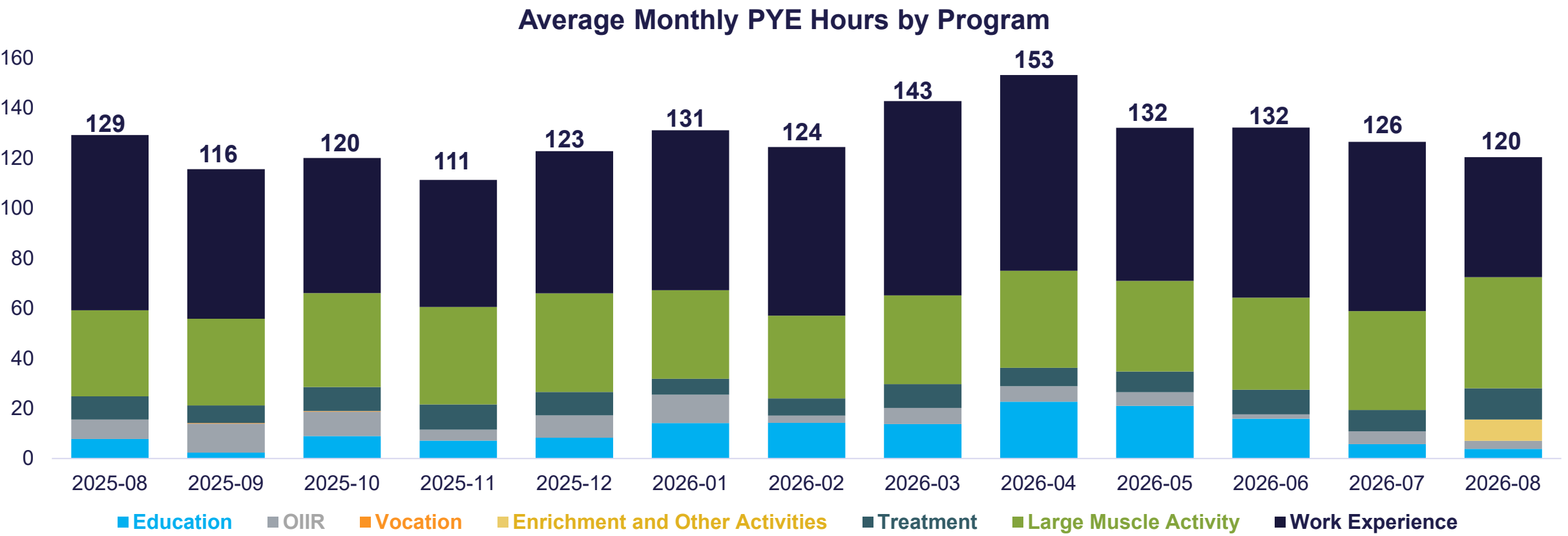
One significant contraband discovery in August





Positive Youth Engagement

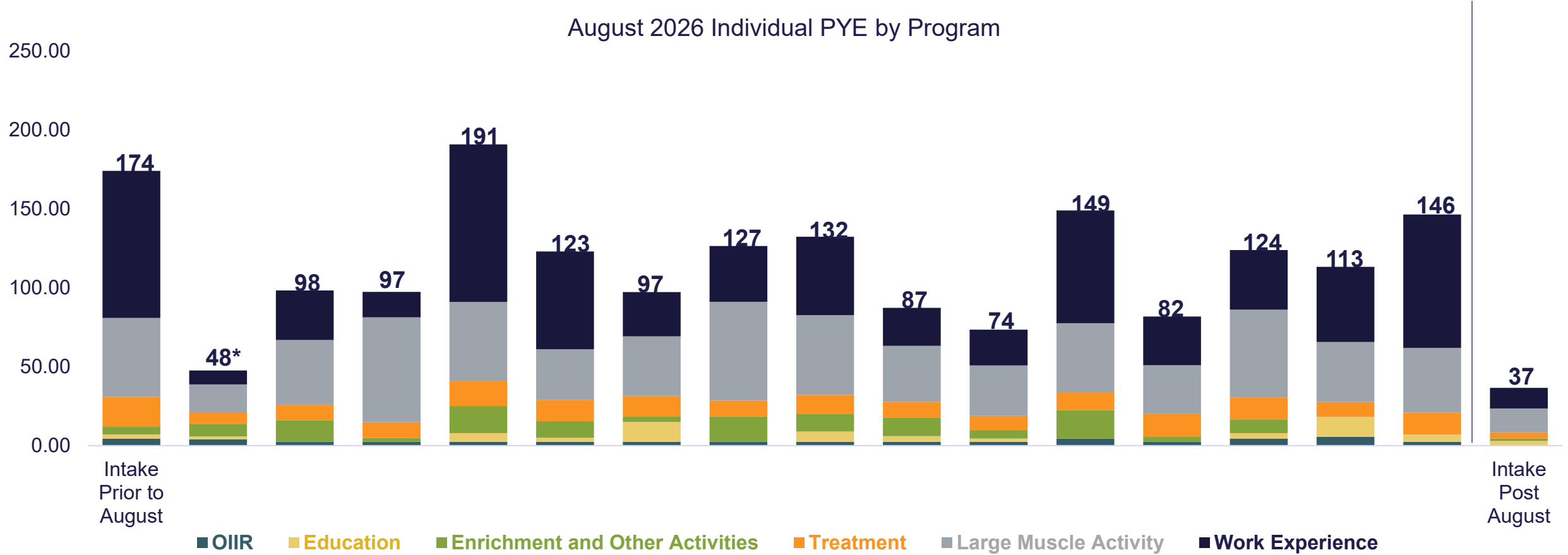
Decrease in work hours likely due to key retirement. Enrichment up.





August 2026 PYE by Youth

Last month, full month PYE participation ranged from 74-191 hours.



* August Transfer to TYCF

Each column represents an individual youth at Camp Tillamook.



PYE Engagement Strategies

Action
Item
4.4?

Provide an update on strategies to engage youth with low PYE activity.
Highlight three lowest youth and efforts around their situation.

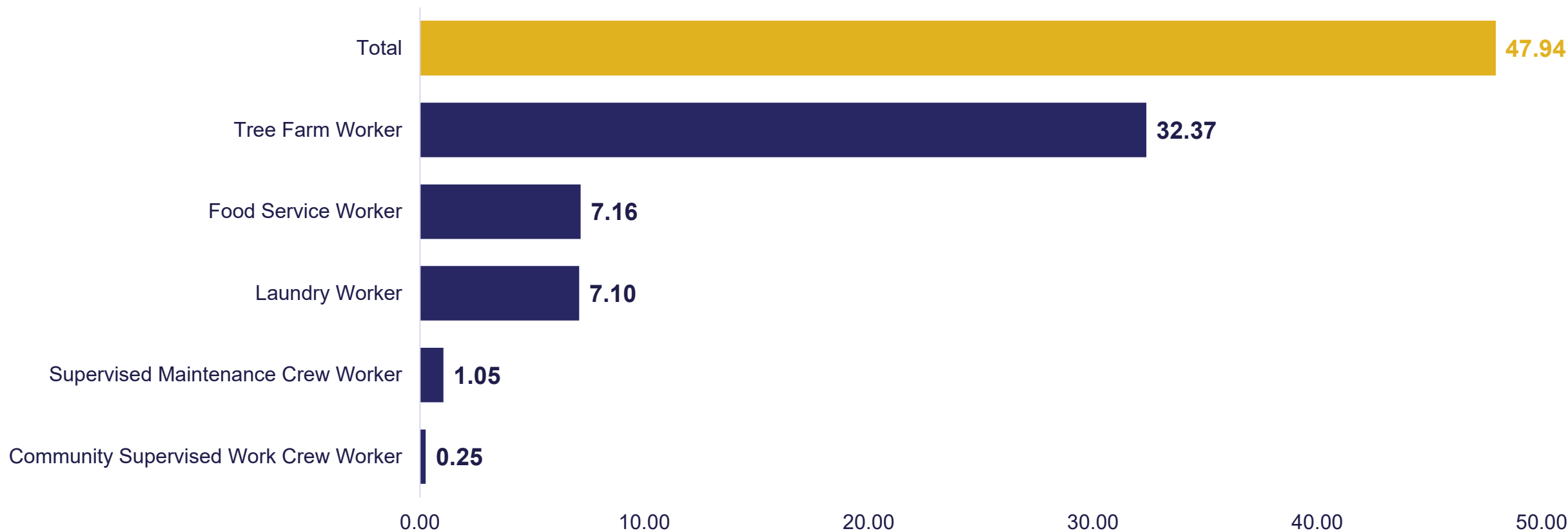
Intake	Education	Enrichment and Other Activities	Large Muscle Activity	OIIR	Treatment	Work Experience	Total
2025-08	2.00	5.33	32.00	2.50	9.00	22.67	74
2026-01		3.00	31.00	2.50	14.50	30.75	82
2025-09	3.50	11.75	35.50	2.50	10.00	24.08	87



August 2026 Work Experience

Youth averaged nearly 48 hours of total work experience in August.

August 2026 Average Work Experience Hours

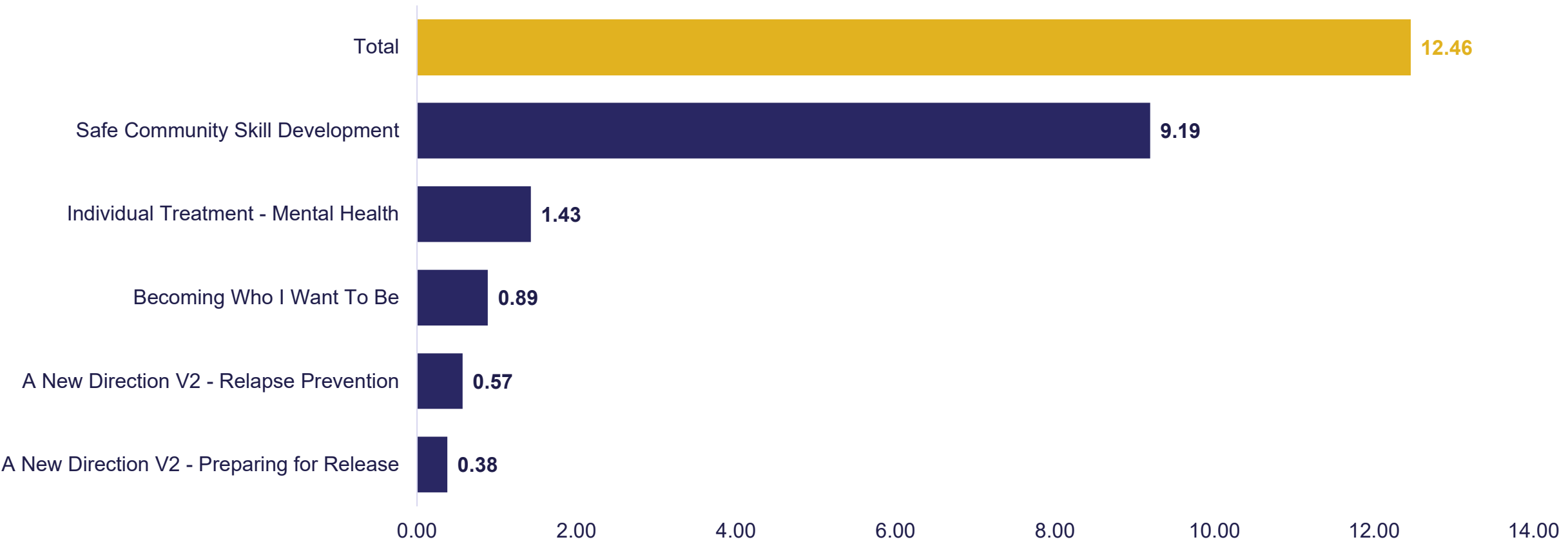




August 2026 Treatment Hours

August treatment hours were up 78% from July.

August 2026 Average Treatment Hours





Access to Hygiene Products

Youth in the custody of the Oregon Youth Authority are entitled to immediate and unrestricted access to culturally-specific hygiene products.

1. What is your facility's process for ensuring youth have immediate access to culturally-specific hygiene products?
2. How are staff trained or informed about this process so they can provide these items without delay?
3. How do you monitor or verify that this process is consistently followed, and what steps do you take when it is not?
4. What barriers exist, or what do you need to ensure youth have immediate and on-going unrestricted access to culturally-specific hygiene products?



Religious Services

Action
Item
4.3



Facility religious coordinator

Designated religious program coordinator and documented duties.



Youth access to religious practice

Regular opportunities to engage in religious practice and/or an established process for providing access upon request.



Multi-faith access pathway

Youth from different faiths can practice, beyond a single primary service.



Materials available

Religious texts and commonly requested items are available, and a process exists for requesting more.



Request process

Youth can request religious services or accommodations, and requests are tracked and responded to.



Community/Volunteer engagement

Community or volunteer support for religious services is currently in place or being developed.

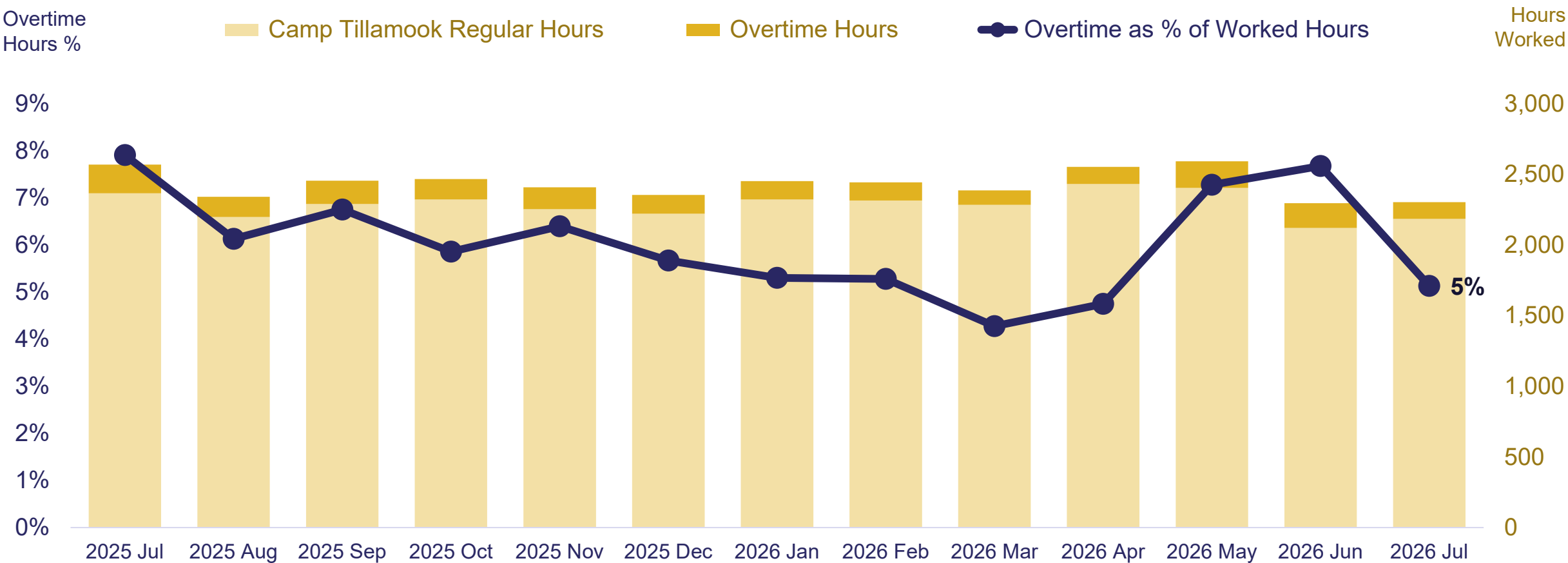


Staff awareness

Staff learn about and support youth religious rights, and know how to route requests.

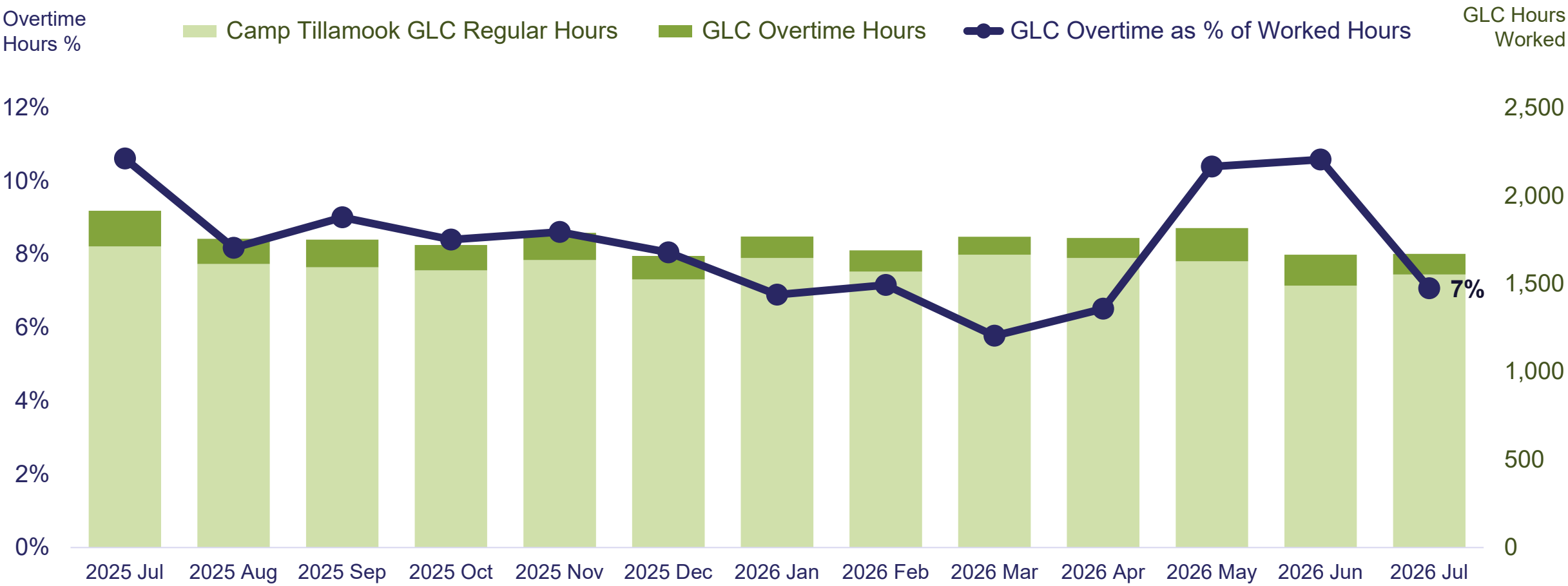


OT hours went down in July.





GLC OT down in July.





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?



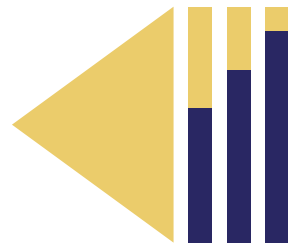
Employee Engagement

Updates on employee engagement efforts and areas of focus.

Gallup Question: **“Are you happy with your work?”**
“I know what is expected of me?”



Insight | Measurement | Performance | Accountability
Continuous Improvement | Transparency



Help us improve

Follow QR code to provide feedback



Supplemental Slides



Presented In August

- On intake day, establish which family member(s) participate in the Quarterly Progress Review (QPR) meetings with PO.
 - Camp Counselor will call/email the family contact to explain Quarterly Progress Review meeting participation, visitation, and answer any questions. Sending an email to family will also give the family member the Camp Counselor email address, so that they can contact the Counselor at any time with questions or concerns.
- Camp Counselor gives the OS2 the address of the main family contact(s) so that she can mail the Camp Tillamook Family Packet to them.
- As soon as QPR meetings are scheduled, the Camp Counselor will send meeting invites to family members who participate. If family members cannot attend on a given date, the Camp Counselor will make every effort to schedule the meetings on a more convenient day.
- During in-person visits, the Camp Counselor will introduce himself to family members and establish a personal relationship.
- Before youth transition to the community, the Camp Counselor will send the Family Transition Guide to main family contacts.
- Before parole, the PbS Coordinator will contact the main family contact to ask if they would be willing to do the PbS Family Survey. This is a good opportunity to gain valuable information from family on improvements that can be made around family engagement.