



Eastern Oregon Youth Correctional Facility

May 2026 IMPACT Review

Doug Smith , EOYCF Superintendent

5/28/2026



The Developmental Approach



SKILLS FOR CREATING A CULTURE OF DEVELOPMENT



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
Youth Incident Report (YIR)	Formal documentation of behavioral problems, injuries, and/or illnesses. Documentation includes date/time, location, youth involved, staff involved, and any behavior problems, restraints, or resolutions associated with the event.
Violent Behaviors	Youth behaviors logged in YIRs that (a) have a problem type of <i>Assault</i> or (b) have a problem type of <i>Peer Fight</i> that also required <i>Physical Intervention</i> and/or <i>Isolation</i>
Assaults on Workers	Count of YIRs where one or more staff members were listed as the victim of an <i>Assault</i> problem type.
ADP	Average Daily Population
DBA	Discretionary beds
PSR	Public Safety Reserve beds.
Youth Injuries	Count of unique youth injuries logged in YIRs.
Staff Injuries	Count of unique staff injuries logged in YIRs. Staff workplace injuries that are not associated with a YIR are not counted.
Isolation	A crisis intervention where a youth is temporarily placed alone in a room with a locked door due to the youth’s crisis behavior.
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). OIIR = Office of Inclusion and Intercultural Relations
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.



May 2026 Action Plan Status update

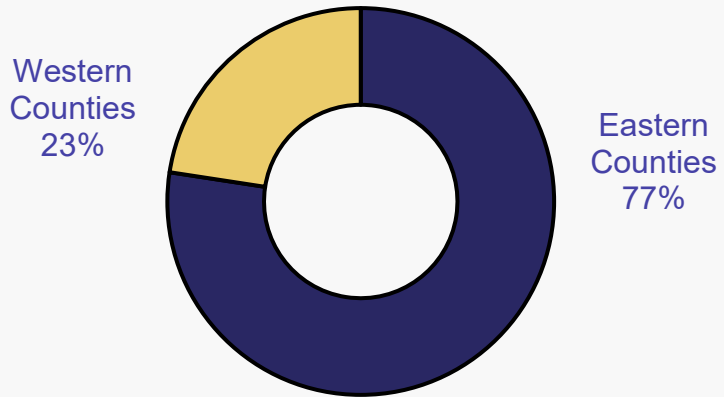
1	General	Lead	Status
1.6	Slide 7 April impact: employee race and gender- Come back to IMPACT meeting next month with thoughts and procedures related to how Eastern is responsive to female staff and employees of color.	Newt	Complete
3	Isolation	Lead	Status
3.5	Slide 17 April impact-isolation duration: Include a breakdown of the use of isolation for a random sample of youth (went in, programming, out of room--similar to MacLaren exploration slide.)	Phil/Doug	Complete
4	PYE Data	Lead	Status
4.8	slide 22 April impact-treatment hours: For next IMPACT, make sure youth with lowest PYE has been at eastern for a whole month.	Phil	Complete
5	Family Engagement MDTs	Lead	Status
5.1	slide 10-family engagement: What attempts are made to encourage family attendance at MDTs?	Newt	Complete
6	Youth & Area Searches	Lead	Status
6.1	Add Youth and Area Searches (Use same format as the MYCF Slide that covers Searches)	Phil	Complete

1	Facility Services Admin Update	Lead	Status
1.9	Review hygiene product process for facility services.	Denessa	Complete
2.3	FS to review youth grievances with payroll issues with K.O (Slide 9)	Facility Services Admin	Paused
2.4	FS to review how grievances are examined for patterns/trends. (Slide 9)	Denessa	Completed
4.5	Define work experience vs chores. (a broader item was to make sure work experience is consistent across facilities) (Slide 20)	Denessa	Not started
4.6	How is Eastern doing fidelity monitoring for evidence based programming? (Slide 22)	Denessa/Shannon	Not started



Eastern Oregon Youth Population

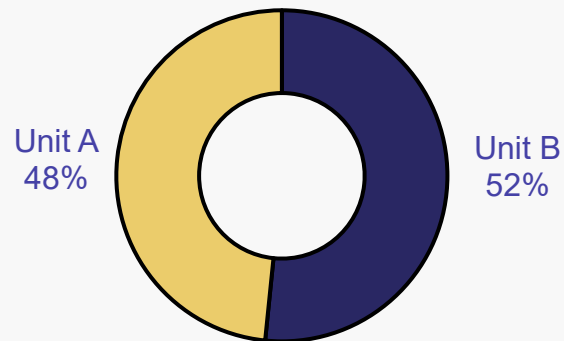
County of Jurisdiction



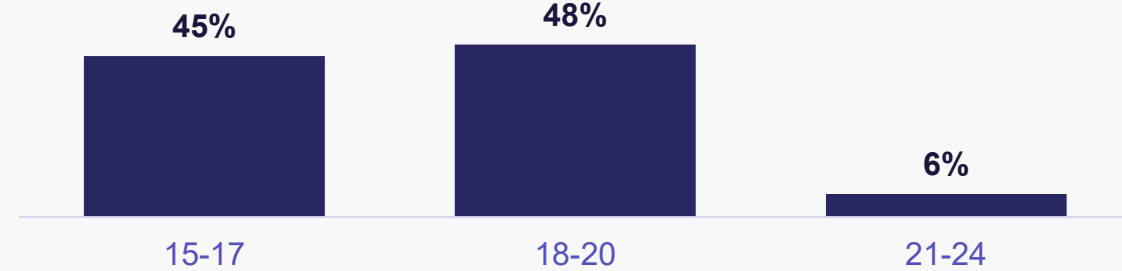
Total Youth: 31

(as of 4/30/2026)

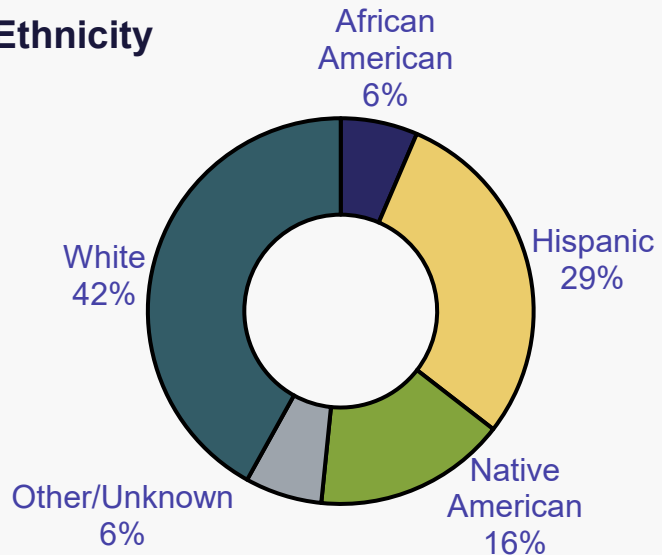
Units



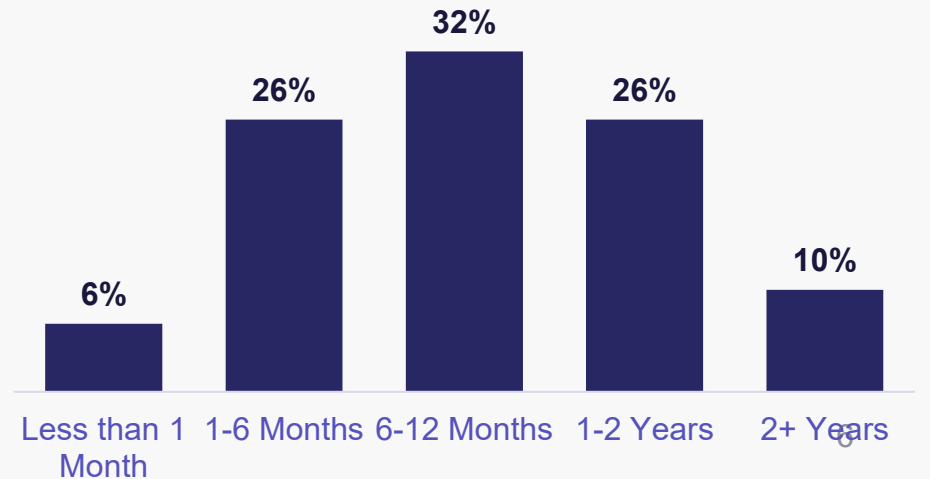
Age on 4/30/2026



Race/Ethnicity



Length of Stay on 4/30/2026





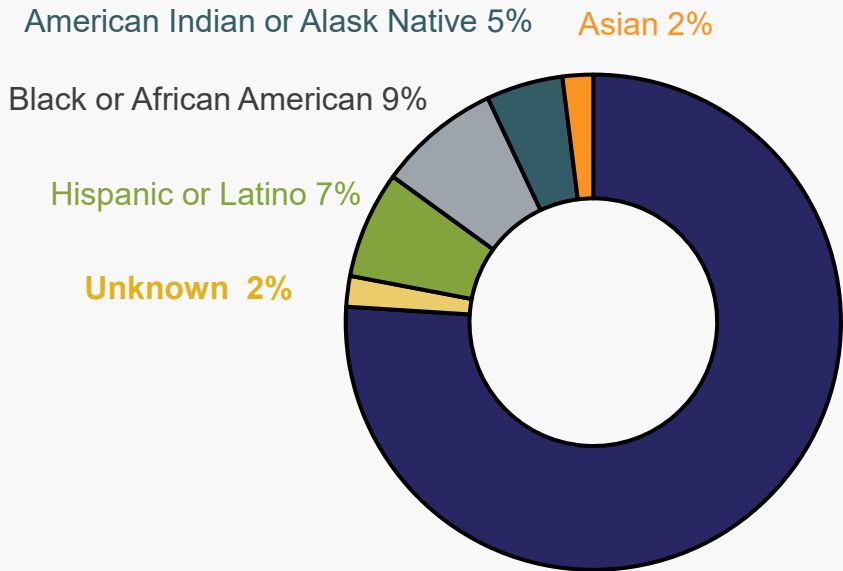
Eastern Employee Race and Gender

Action Item 1.6

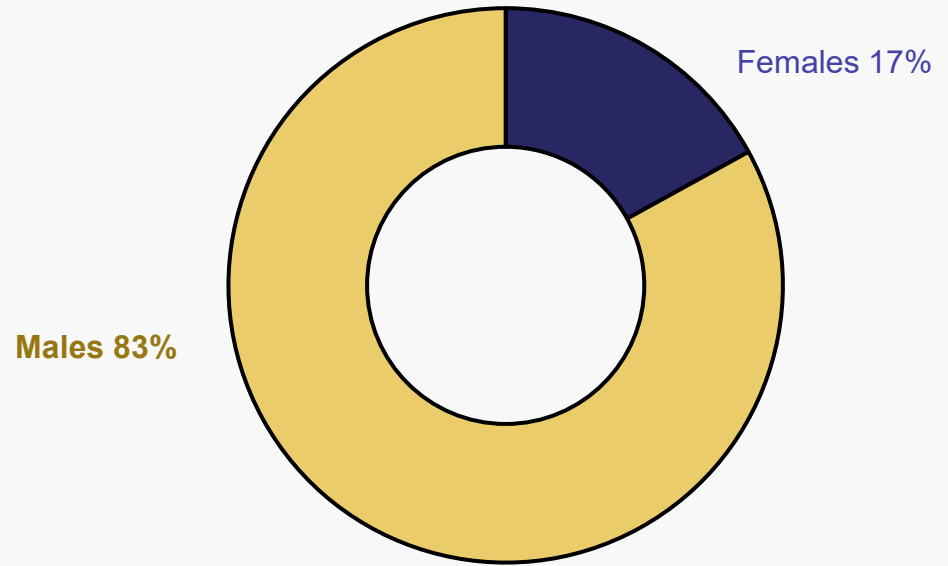
EOYCF is more diverse than Harney County at large (Approximately 86% White).

Predominantly staffed by men.

Race/Ethnicity



Staff Gender





IMPACT

Insight | Measurement | Performance | Accountability
Continuous Improvement | Transparency



Performance Metrics



Family Engagement with MDTs

Action
Item
5.1

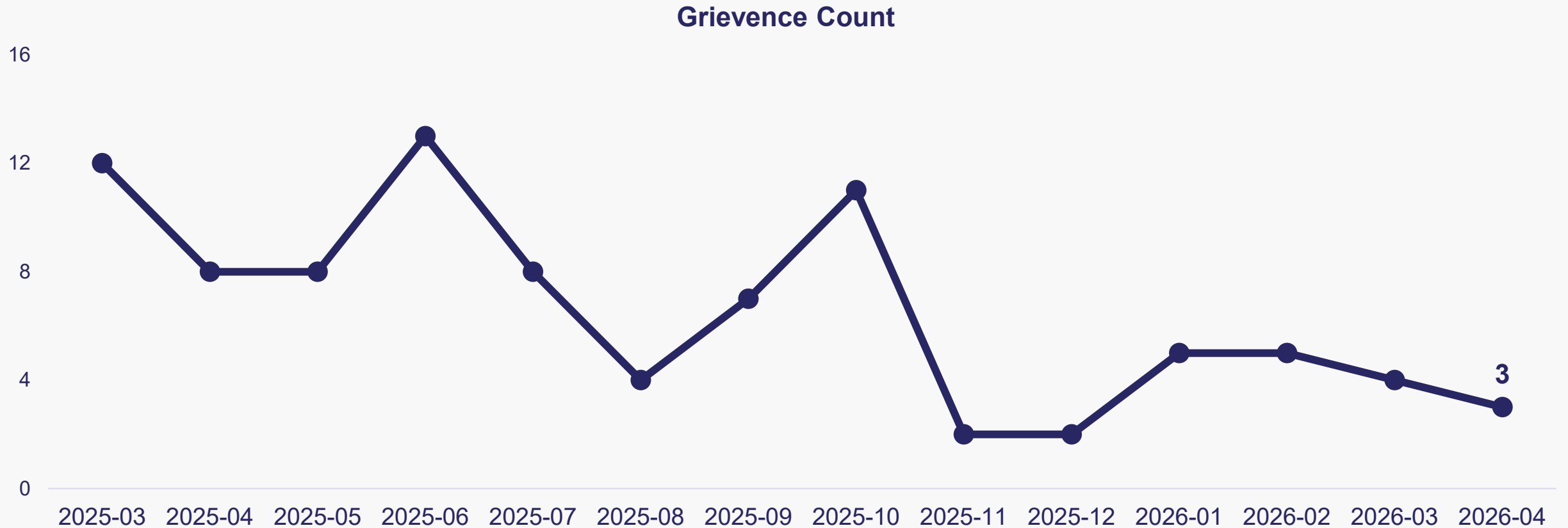
What attempts are made to encourage family attendance at MDTs?

- Aaron and Carl to address.





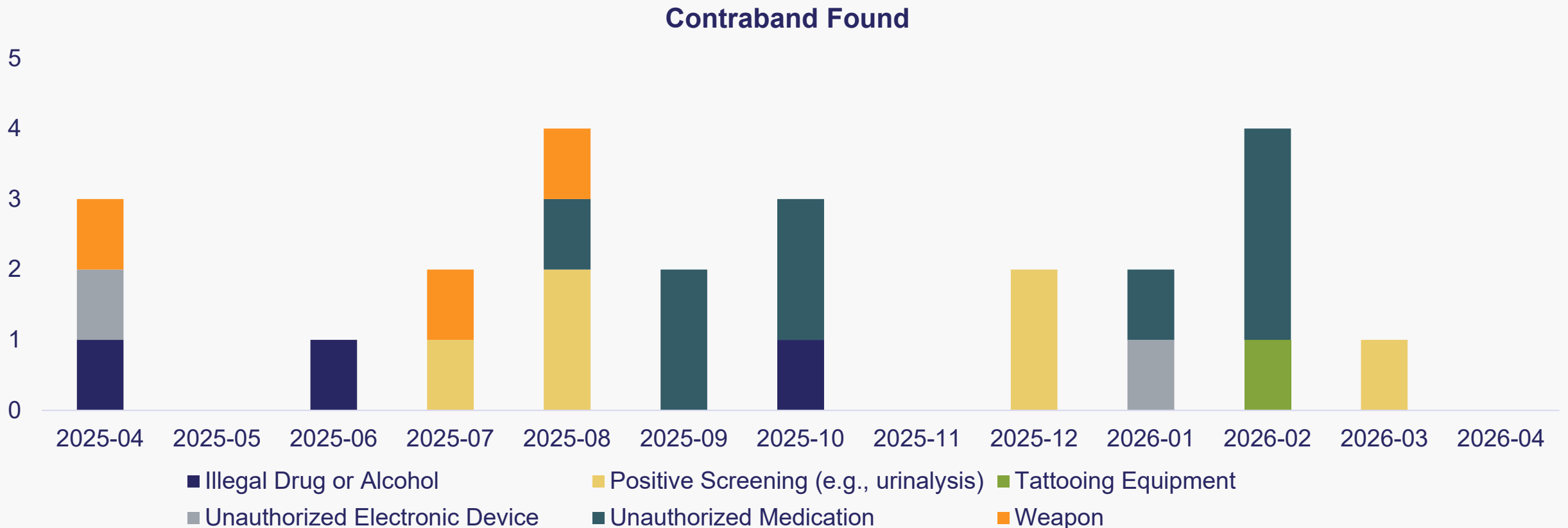
Eastern received 3 grievances in April.





Contraband Incidents

No contraband incidents recorded in April 2026.



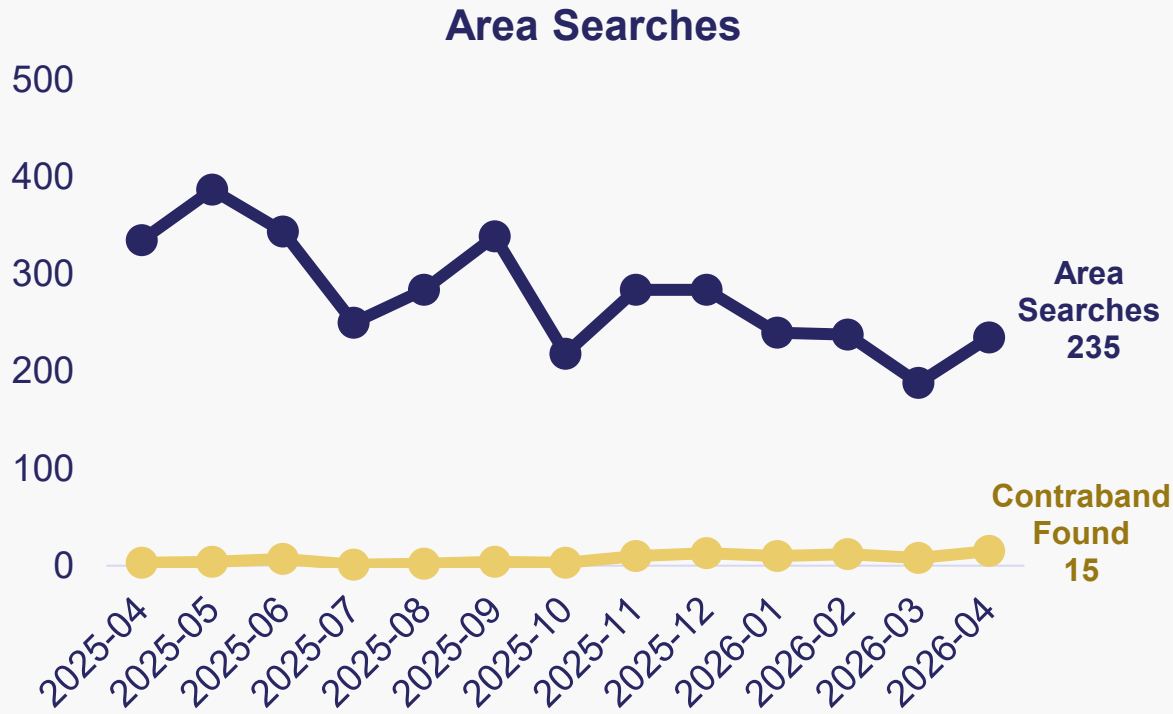


Contraband from Searches

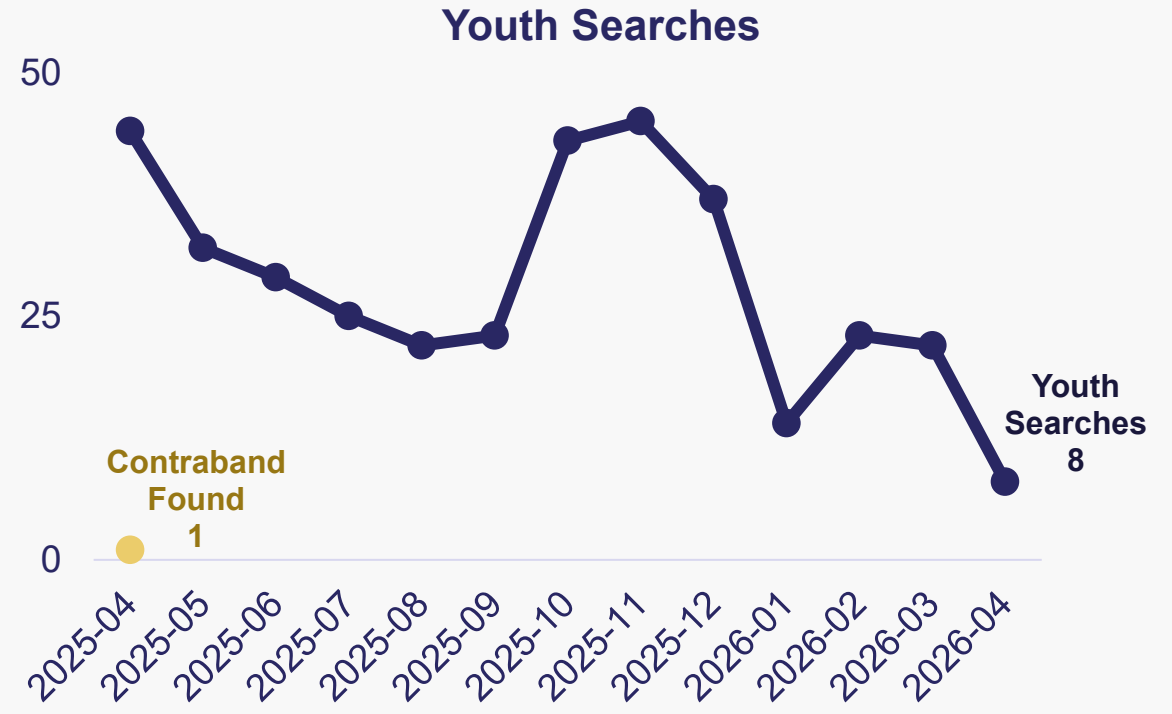
Action Item 6.1

Last month there were 15 contraband discoveries from searches

6% of Area Searches discovered Contraband in April

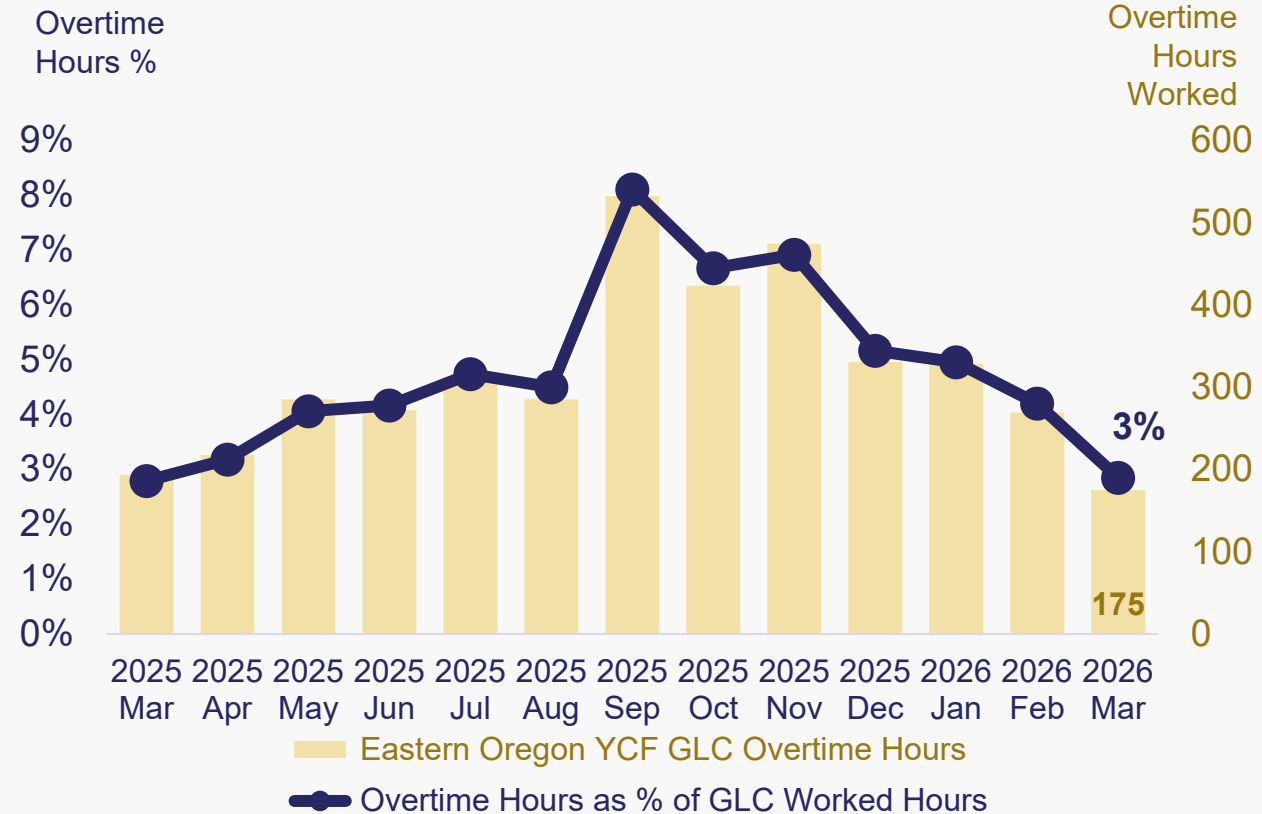
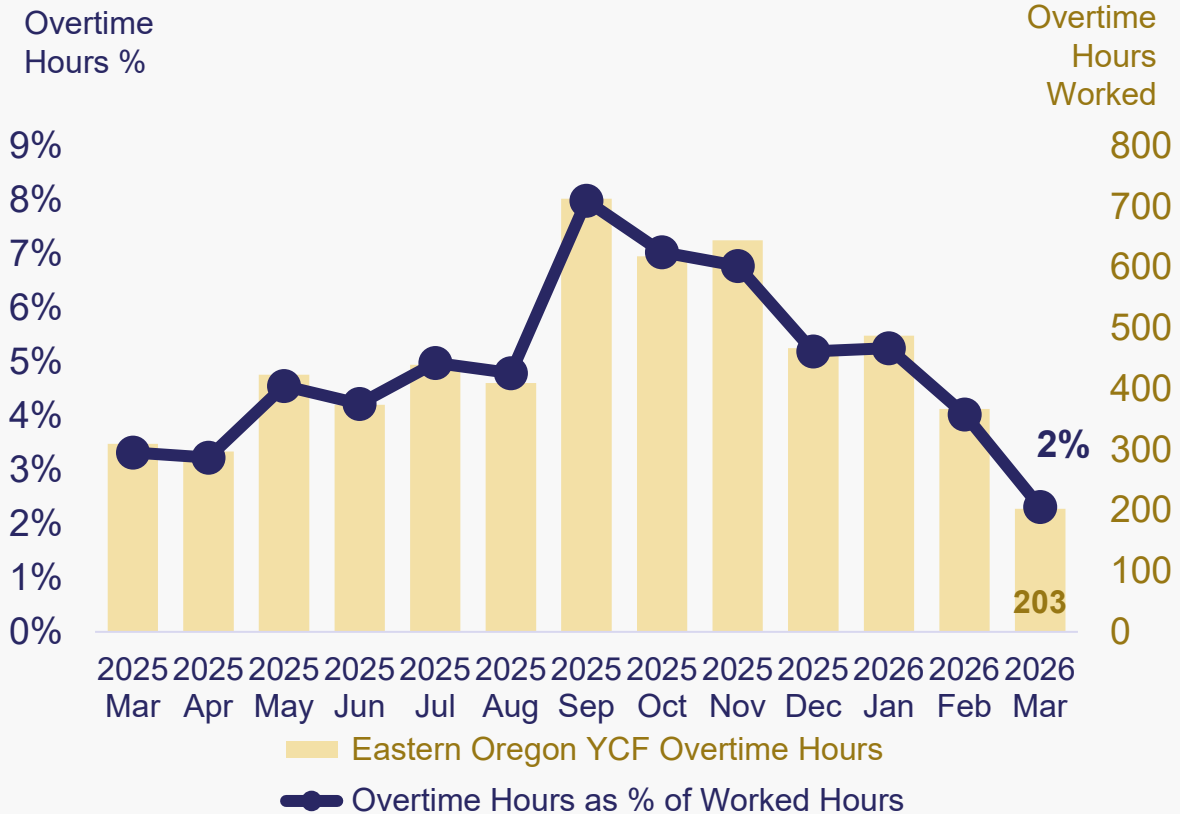


0% of (Partial) Comprehensive Youth Searches discovered Contraband in April





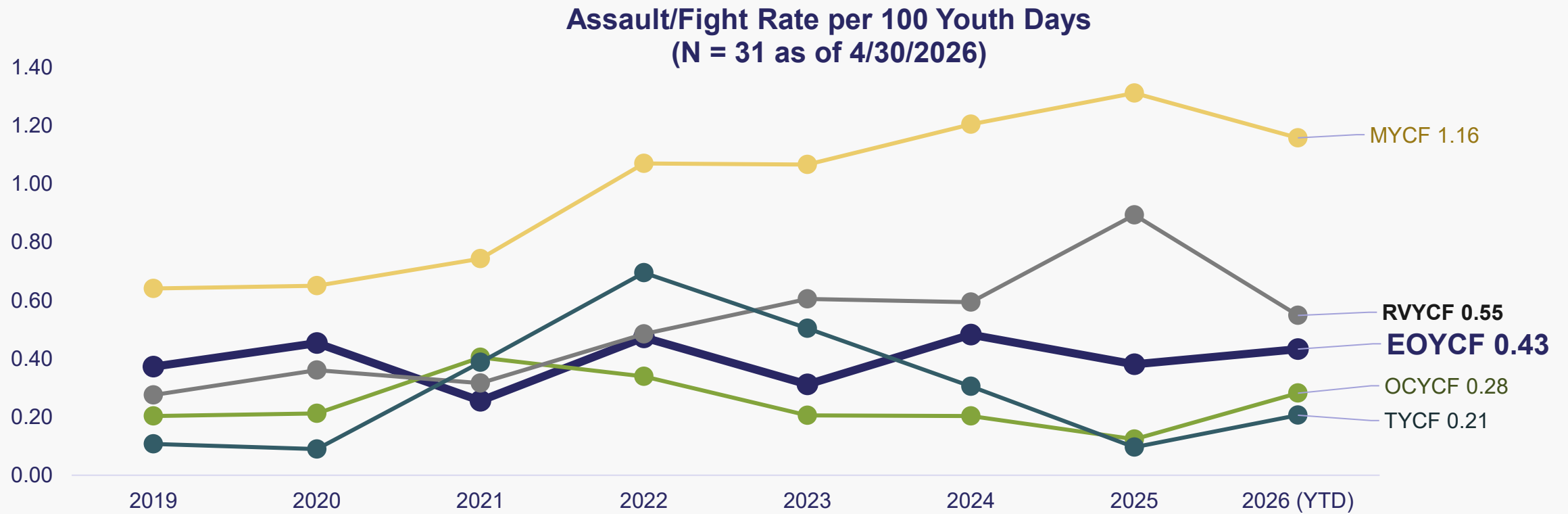
Eastern's OT decreased in April.





Assaults/Fights: Facility Comparisons

Eastern's 2026 YTD rate of Assaults/Fights is below average.

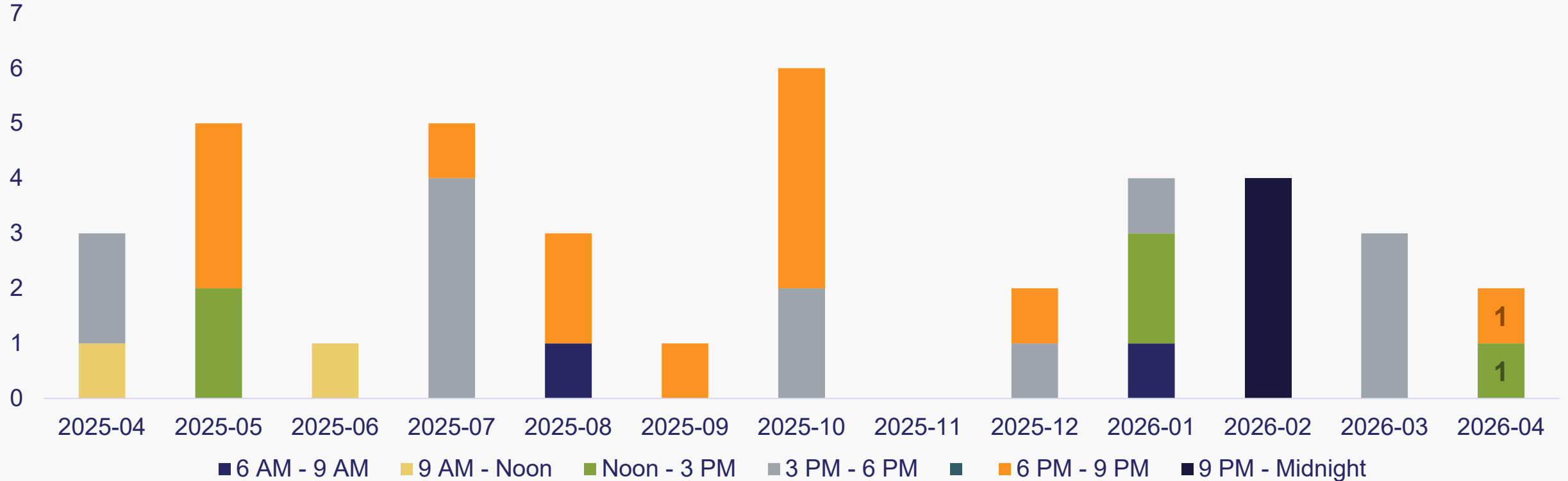




Incidents by Time of Day

Assaults/Fights in April occurred between noon and 9PM

Youth Assaults/Fights by Time of Day

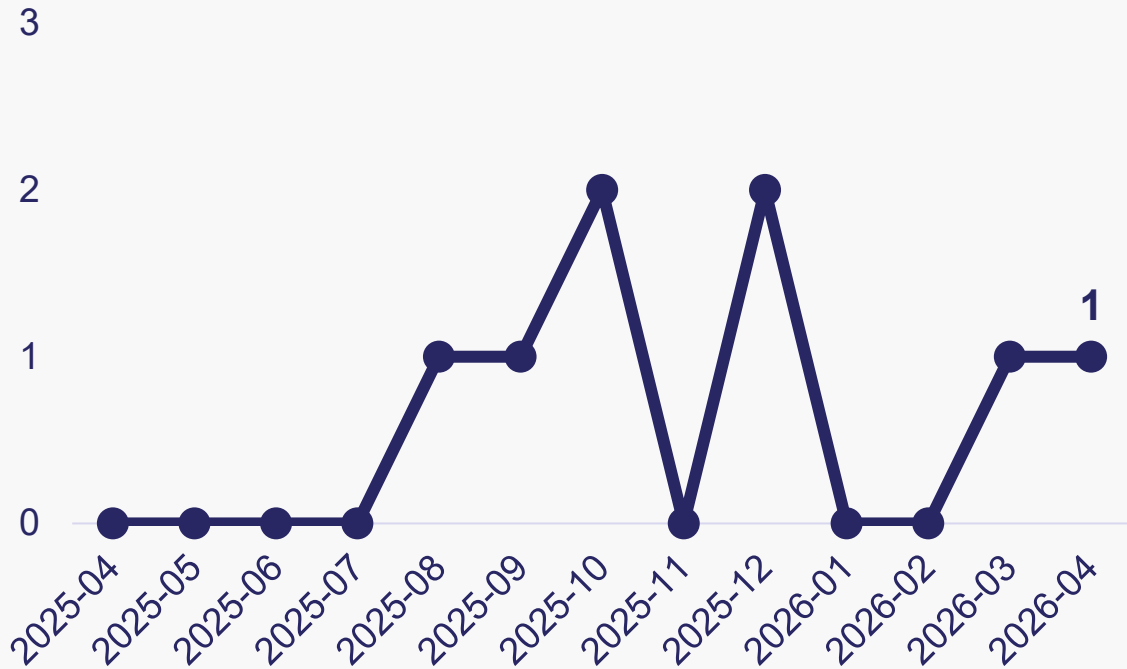




Incidents with Assaults on Staff

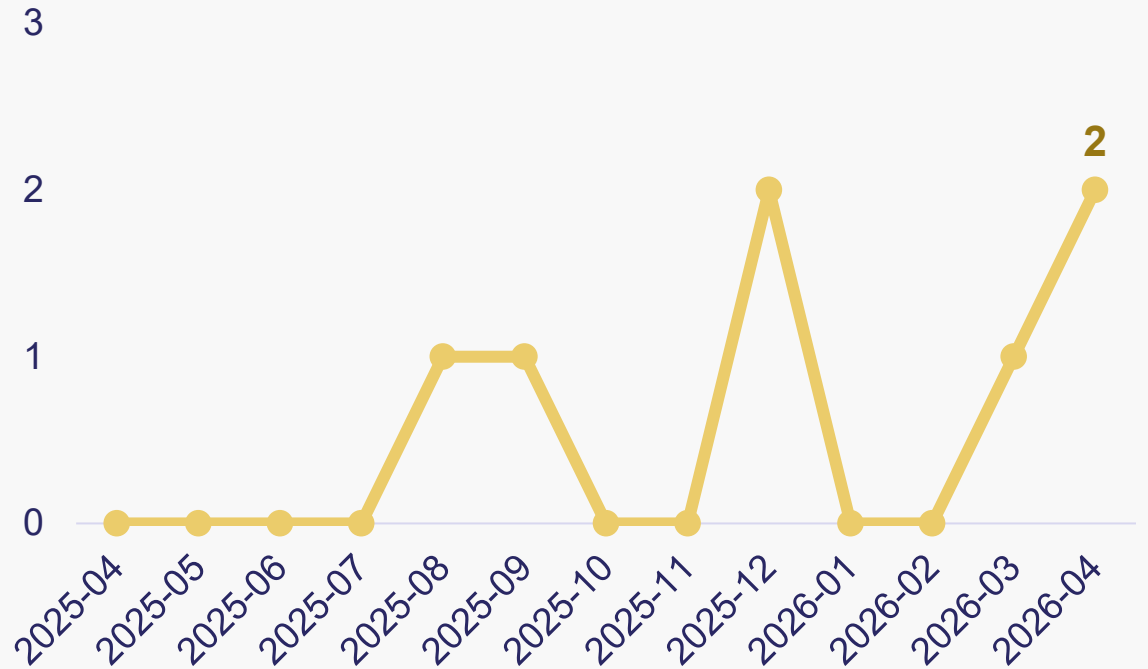
One staff member was injured last month.

Incident with Staff Injuries



Two staff member were assaulted by an OYA youth last month.

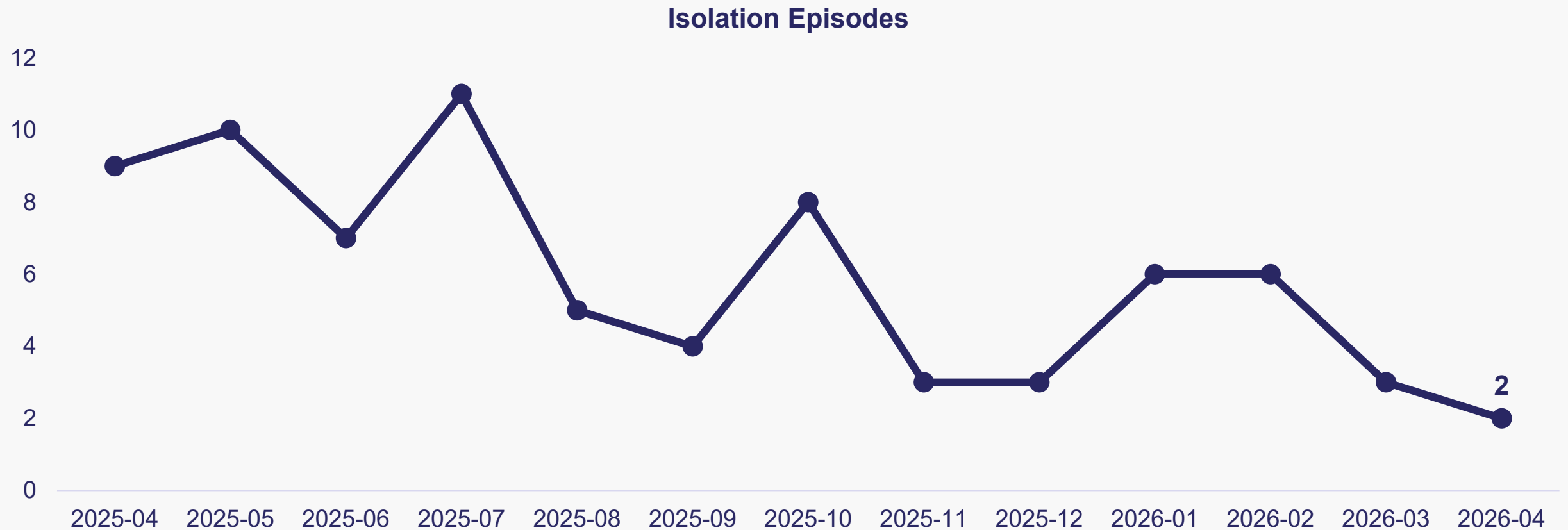
Staff Assaulted by OYA Youth





Number of Isolation Episodes

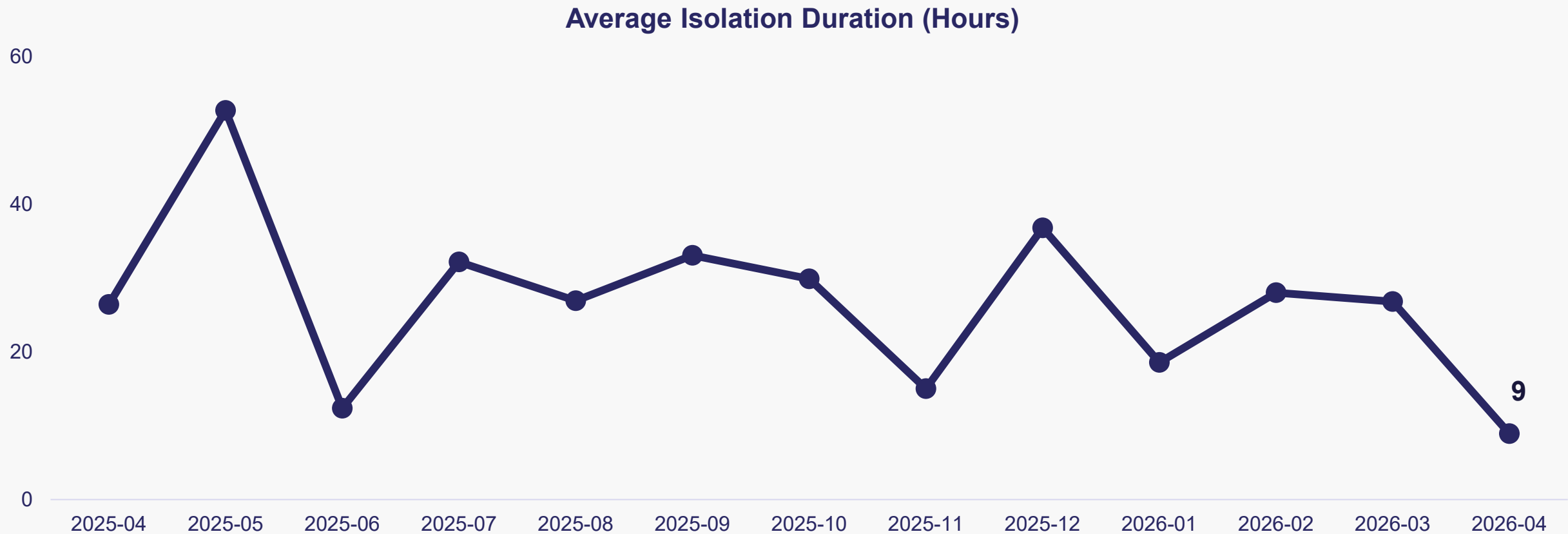
Isolation episodes at Eastern are trending down.





EOYCF Isolation Duration

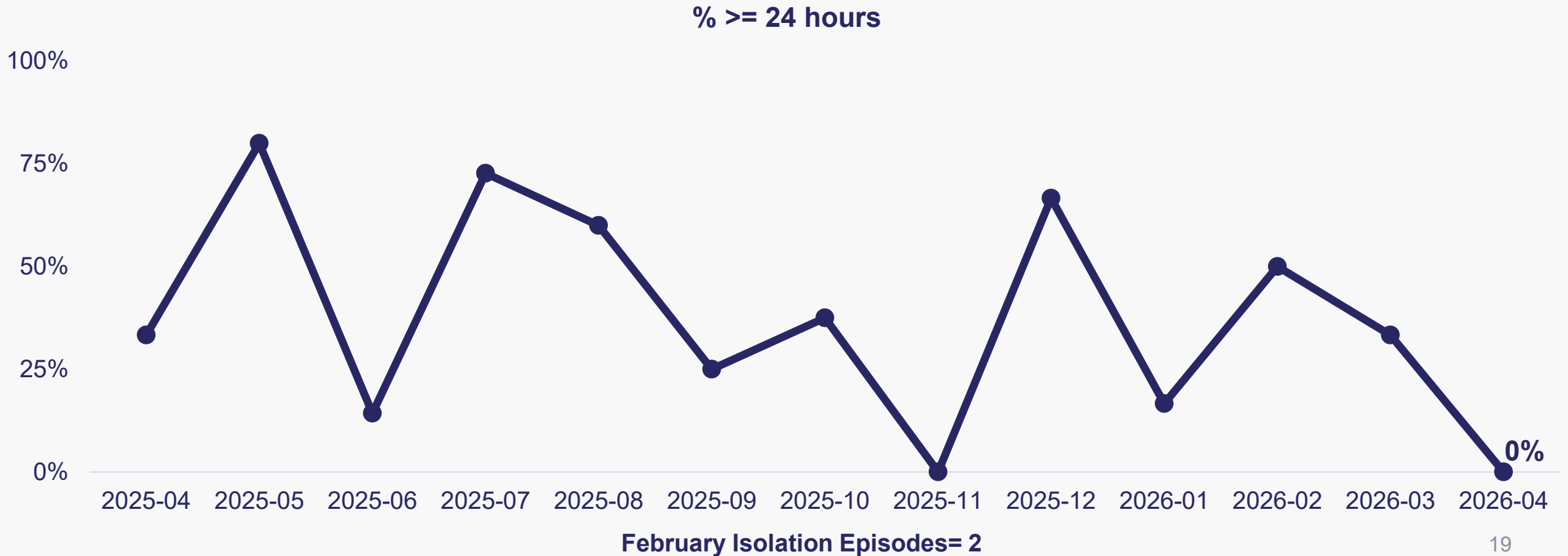
Isolation duration trending down over the past year.





Isolation Duration

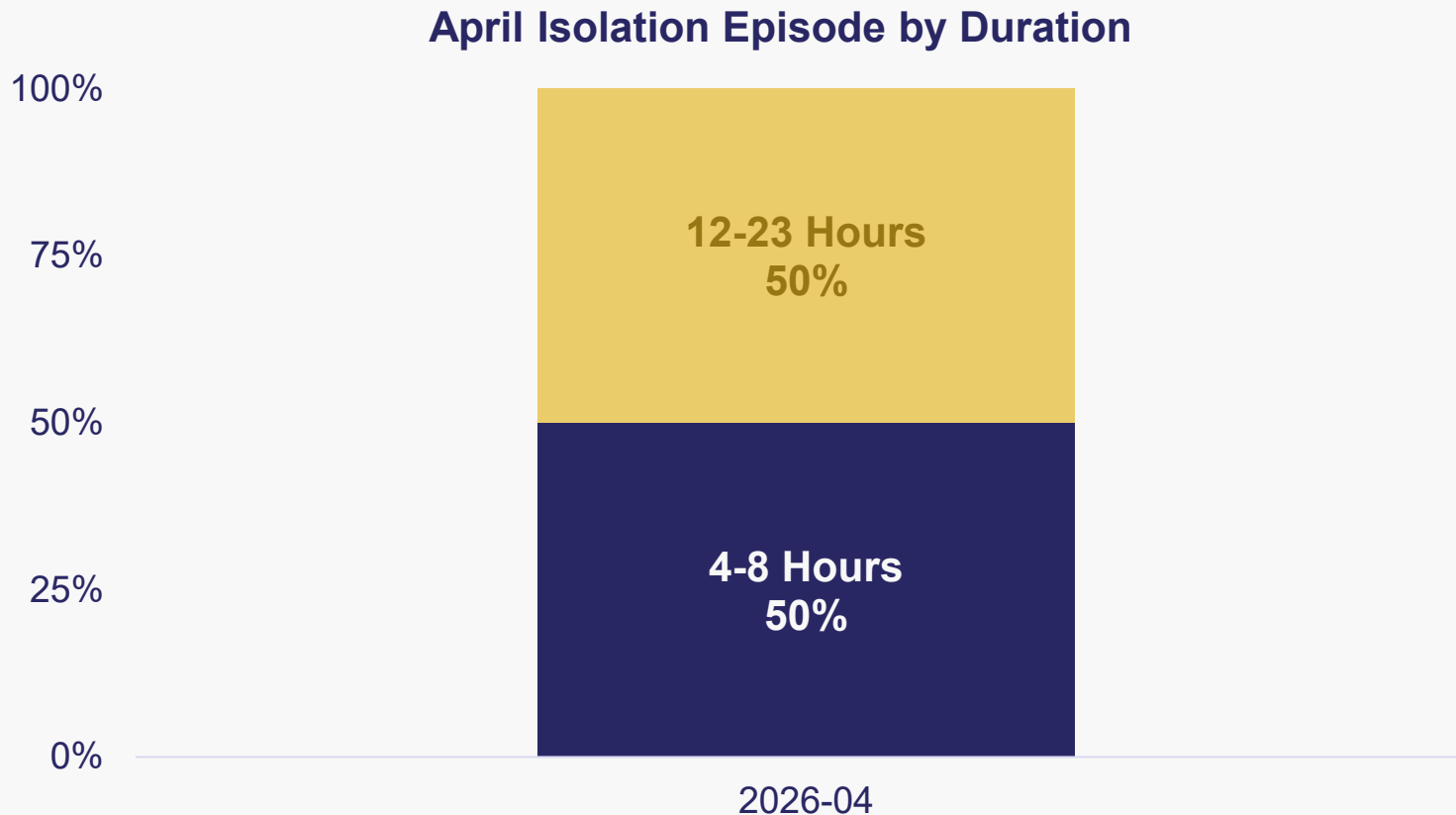
All isolation episodes in April were less than 24 hours. Trending down.





EOYCF Isolation Detail

Both isolation episodes in April had durations shorter than 24 hours.





JJIS# 518840: Isolation due to Staff Assault

4/7/2026

- 1218 Placed in Isolation
- 1230 Nurse & SDC Sells check on Youth McClain
- 1250 Search Completed. Mattress and Pillow given
- 1315 Blanket and Sheets given
- 1335 SDC Sells completed 2-hour check-in
- 1408 SDC Sells and QMHP's Hoke and Kuba check with youth
- 1517 Nurse checks on Youth
- 1536 2-hour check completed by Staff Kreger
- 1630 Individual treatment session
- 1634 Youth McClain is marked regulated in YIR
- 1644 Youth goes to county with SDC
- 2003 Returned to QR for sleep program

4/8/2026

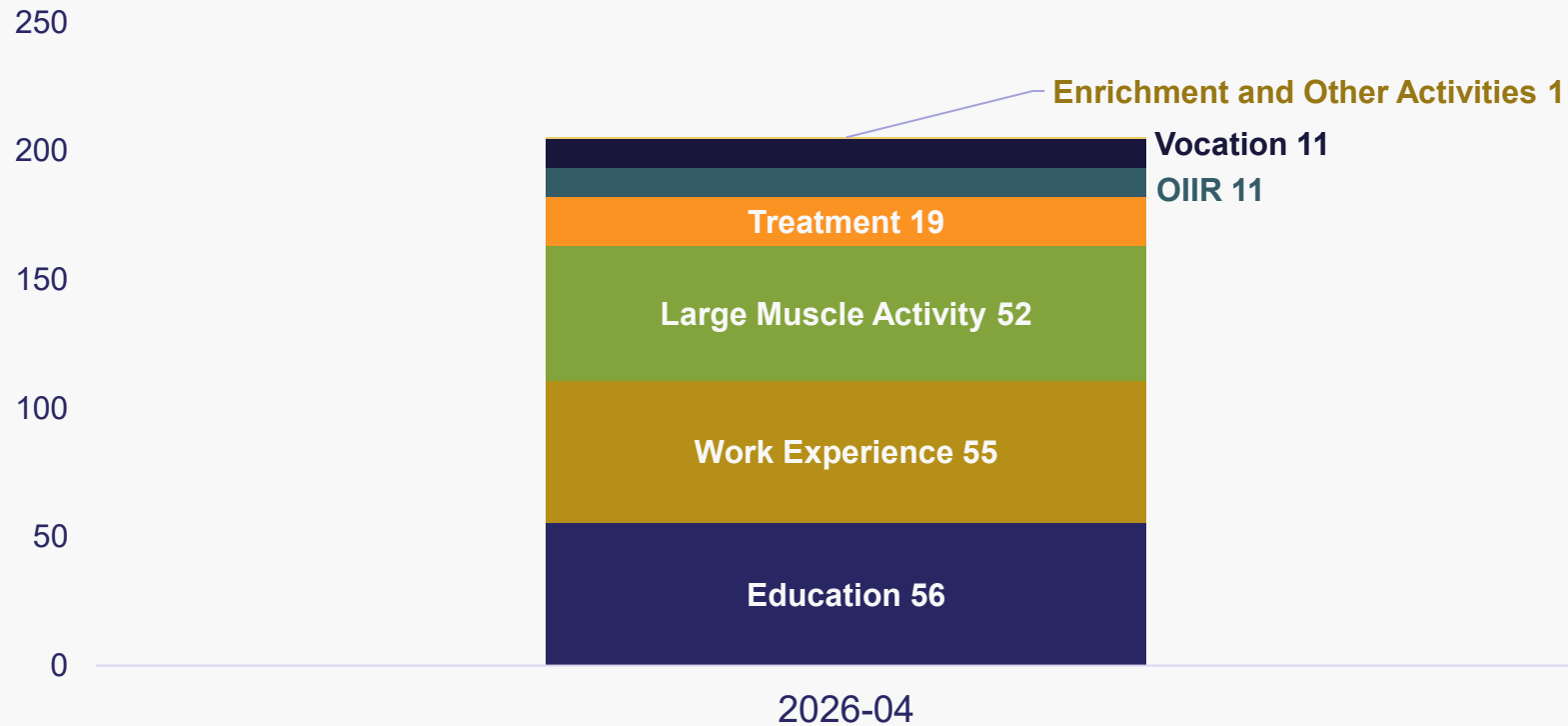
- 0721 Breakfast served
- 0830 SDC Sells checks on Youth
- 0858 SDC Sells takes youth to LCR
- 0915 SDC Sells returns youth to QR
- 1038 Youth is returned to Unit B.



Positive Youth Engagement

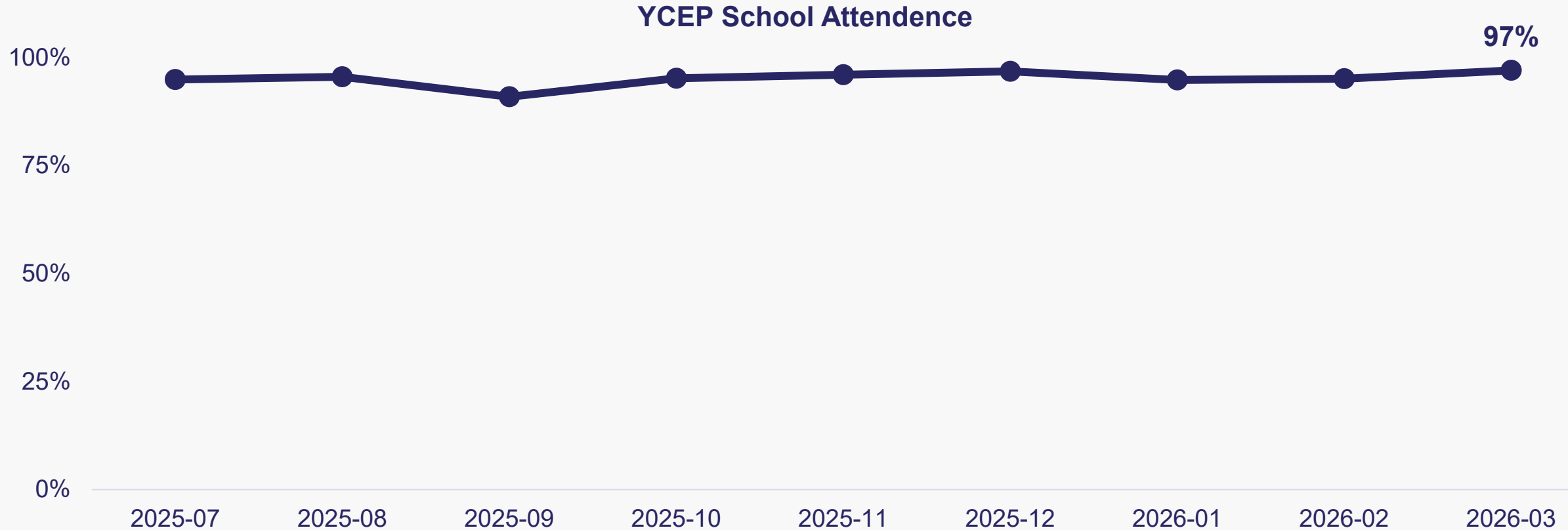
Youth averaged over 206 Hours of PYE in April.

Average PYE Hours in April





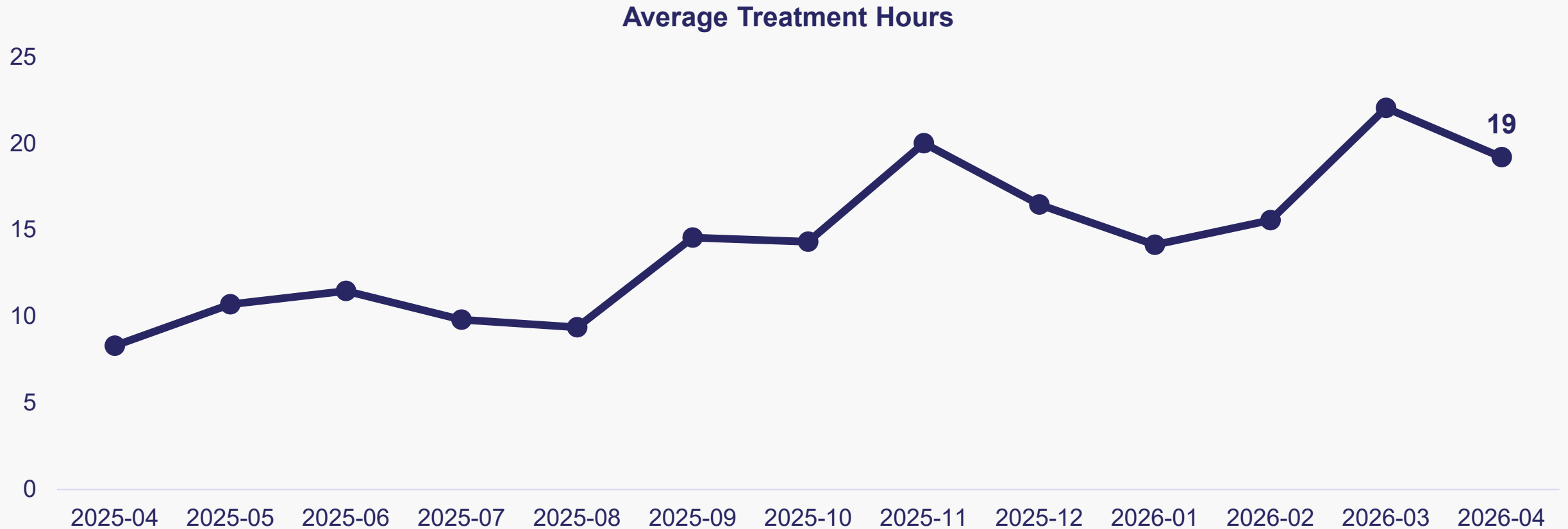
EOYCF YCEP school attendance is consistently high.





Treatment Hours

Youth averaged 19 Treatment hours in April; trending up.





Group Fidelity Checklist

Action Item 4.6

EOYFC Group Fidelity Check

Group Name: _____

Group Facilitator(s): _____

Group Date / Topic: _____

Reviewed By: _____

Follow-up Required Y / N Follow-up Date / Initials

Facilitation Checkpoints	Excellent	Good	Needs Work	N/A
Assesses the use of cognitive-behavioral techniques during group facilitation.				
Will occasionally refer to the facilitators manual during group				
Does not heavily rely on the manual during the group (i.e., just reading the manual to the participants)				
Consistently follows the session topics				
Consistently follows the outline of each session				

EOYFC Group Fidelity Check

Group Name: _____

Group Facilitator(s): _____

Group Date / Topic: _____

Reviewed By: _____

Follow-up Required Y / N Follow-up Date / Initials

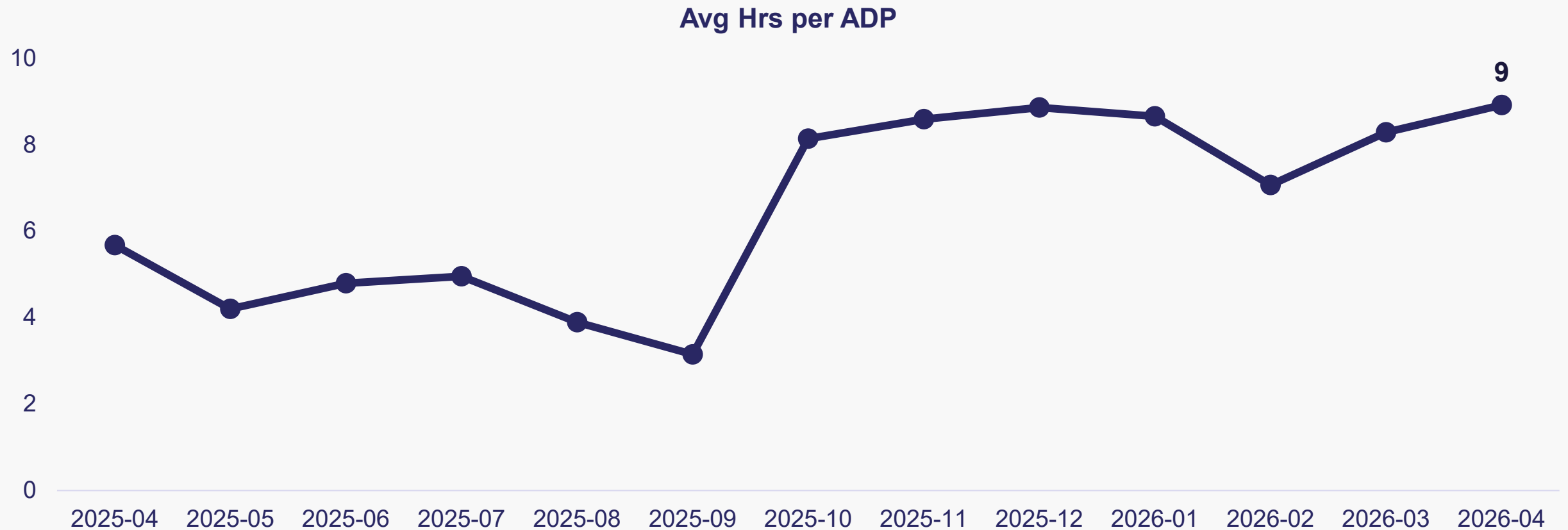
Facilitation Checkpoints	Excellent	Good	Needs Work	N/A
Assesses the use of cognitive-behavioral techniques during group facilitation.				
Will occasionally refer to the facilitators manual during group				
Does not heavily rely on the manual during the group (i.e., just reading the manual to the participants)				
Consistently follows the session topics				
Consistently follows the outline of each session				
Arrives to the group knowing what homework will be reviewed and holds youth accountable				
Arrives to the group knowing what skills will be taught				
Arrives to the group knowing what activities will occur				
Arrives to the group knowing what homework will be given				
Uses flip-chart, chalkboard, or other visual mechanisms during group, when needed				
Asks frequent, open-ended questions to all participants during the group				
Breaks down the skills into their component parts				
Consistently determines if participants are understanding the material				
Involves all participants in practicing the new skills				
Assists participants in identifying real-world applications of these skills and consequences				
Provides constructive feedback to participants				
Encourages participants to provide constructive feedback about themselves and others				
Debriefs participants after studying material and practicing skills				
Successfully engages youth through presentation of material and subsequent discussion				
Provides a room free from distraction, to the extent possible				
Keeps the participants and the groups on task (i.e., the groups do not become client-centered)				

NOTES:



Safe Community Skill Development

Youth averaged 9 hours of Safe Community Skill Development in April; trending up.





Most and the least PYE hours

Action Item 4.8

April Snapshots

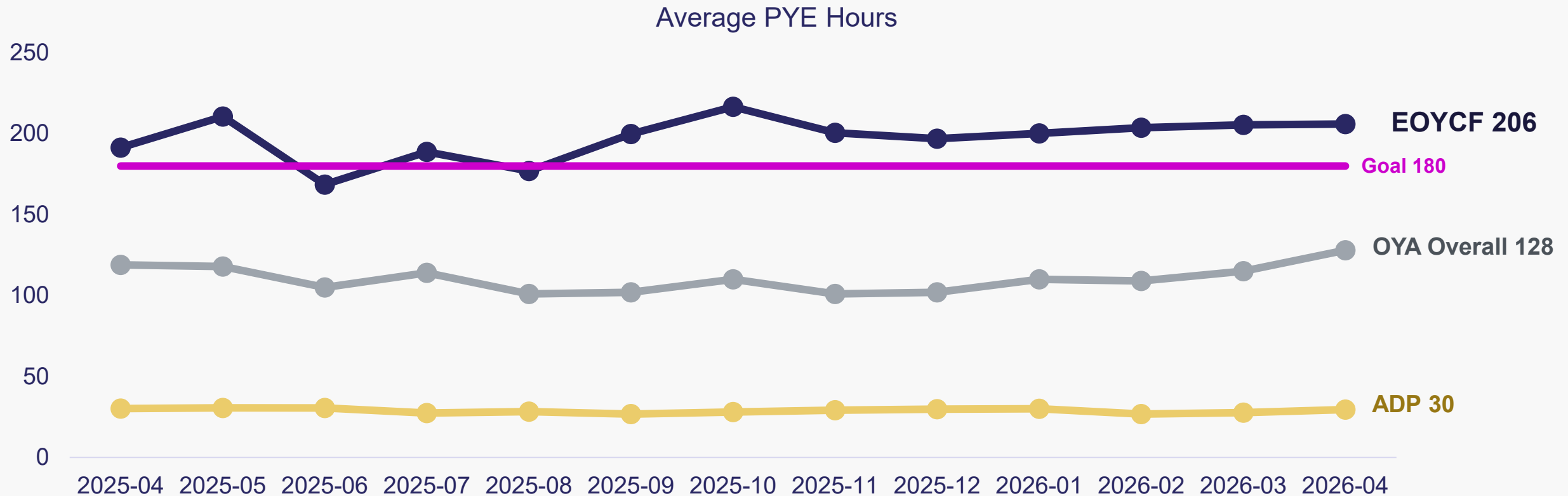
Monthly PYE Hours by Youth	Unit	JJIS	Age	Education	Large Muscle Activity	OIRR	Treatment	Vocation	Work Experience	Sum:	Days At Loc
2026-04	Unit A	00484822	18	1	31	11	13.75	9		65.75	152
2026-04	Unit A	00518737	17	130	33	9.83	26	5	181	384.83	447

135 "Work Experience"
&
46 "Enrichments and Other Activities"



Positive Youth Engagement

Eastern consistently meets or exceeds PYE goals! Eastern saw an Average of 206 PYE hours in April.





Religious Services



Facility religious coordinator

Designated religious program coordinator and documented in 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 are able to 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



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?

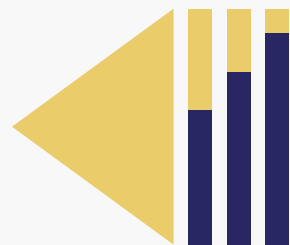


Employee Engagement

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