



Tillamook Youth Correctional Facility

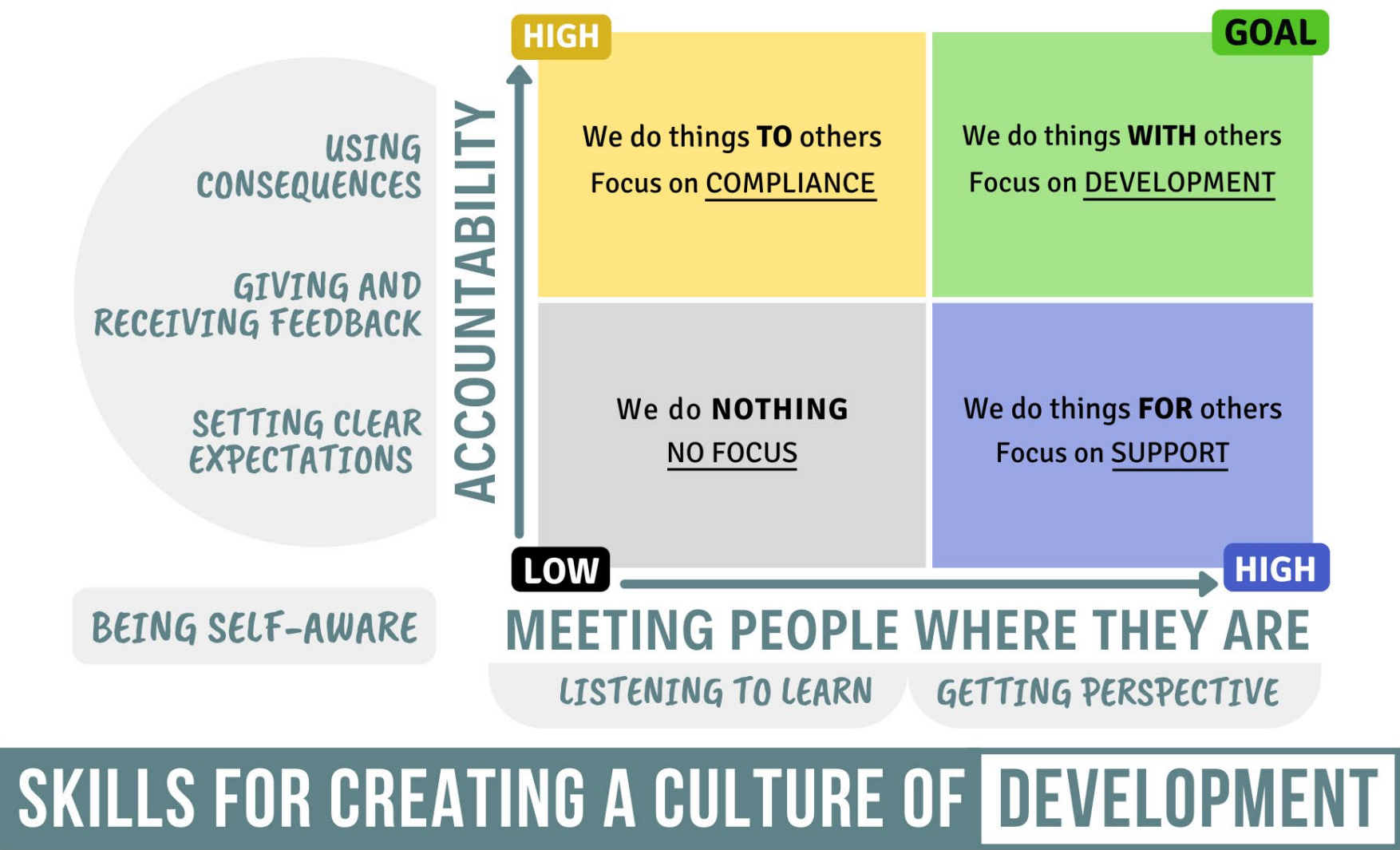
Initial IMPACT Review

Fabian Casarez , TYCF Superintendent

6/24/2026



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



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.



What We Do

Mission Statement:

"Our mission is to provide a safe, structured, and supportive environment that inspires positive transformation in the youth we serve. Guided by integrity, professionalism, accountability, and respect, we empower young people to develop the skills, character, and resilience needed for successful futures. We are equally committed to fostering excellence, growth, and leadership among our staff, creating a culture where everyone has the opportunity to learn, contribute, and thrive."





Youth and Staff Demographics

TYCF staff appeared less diverse than the youth population they serve.

Youth

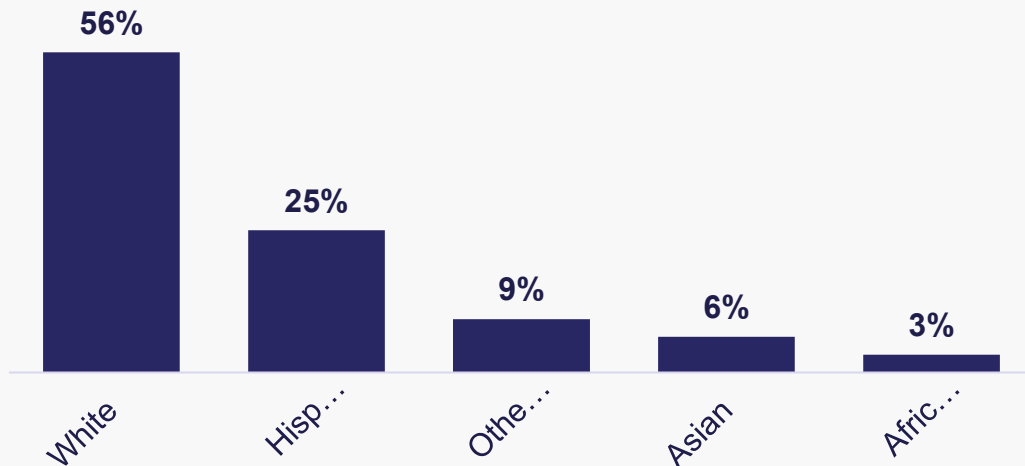
(as of 5/31/2026)

Staff

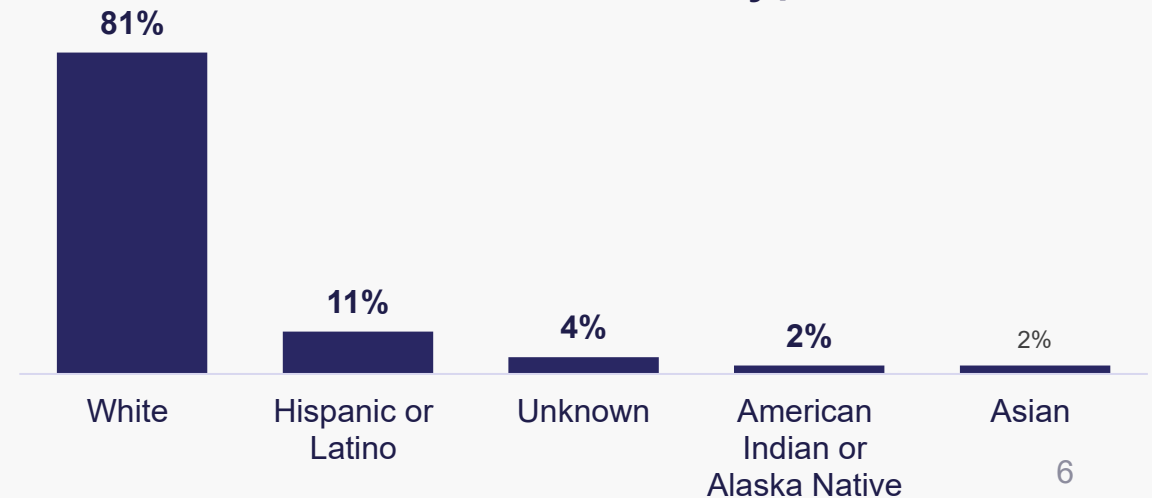
- Total Youth: 32
- Average Age: 17.6
- 18.75% identify as Female or Non-binary
- Average LOS @ TYCF: 10.5 Months

- Total Staff: 47 (25 FTE GLCs+)
- Average Age: 45.5
- 79% Male
- Average Position Tenure: 8.3 years*

Youth Race/Ethnicity



Staff Race/Ethnicity‡





GLCs at a Glance†

Times are tight.

- 25 FTE GLCs
 - 1 on rotation
 - 1 on work out of class
 - 4 vacation reliefs
- 3 PPT GLCs
- 2 Temp GLCs



Insight | Measurement | Performance | Accountability
Continuous Improvement | Transparency

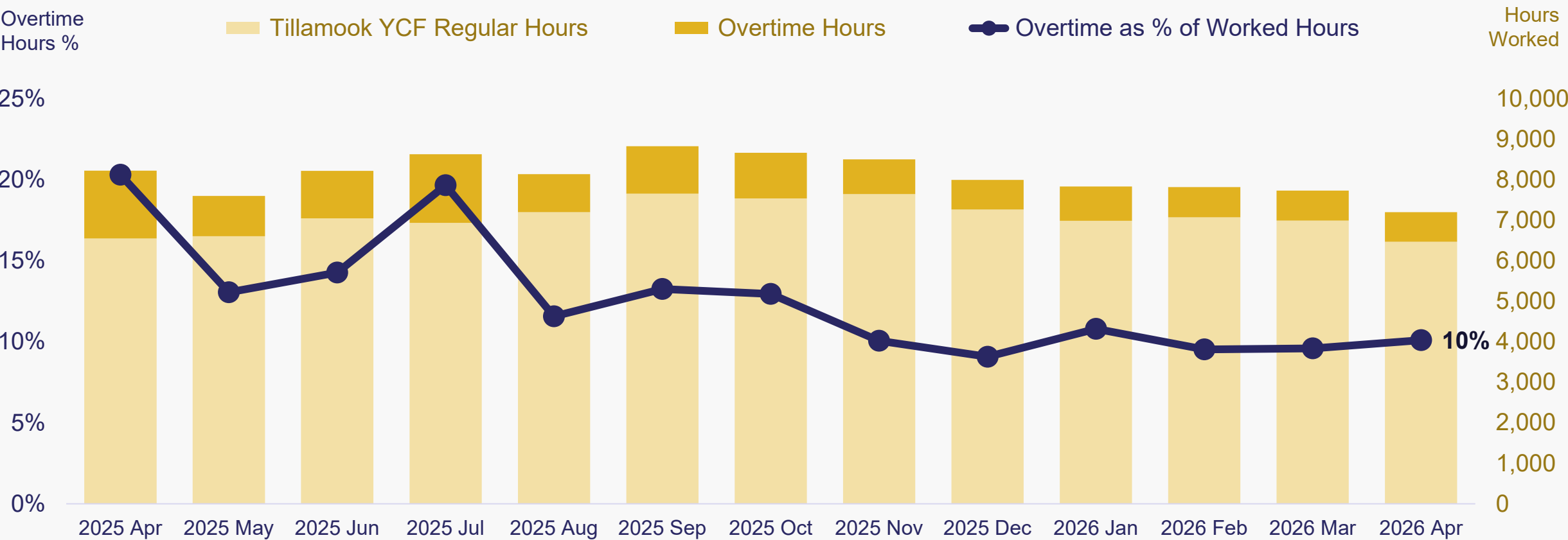


Performance Metrics



TYCF Overtime Hours

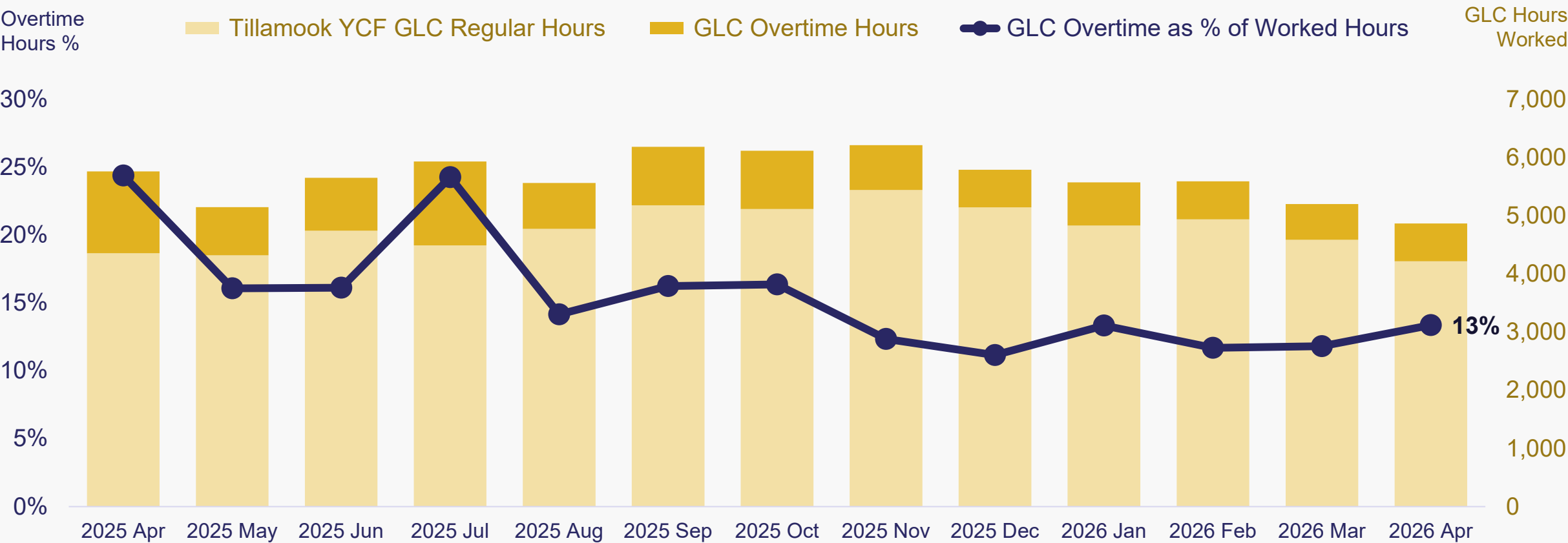
6-month trend relatively steady.





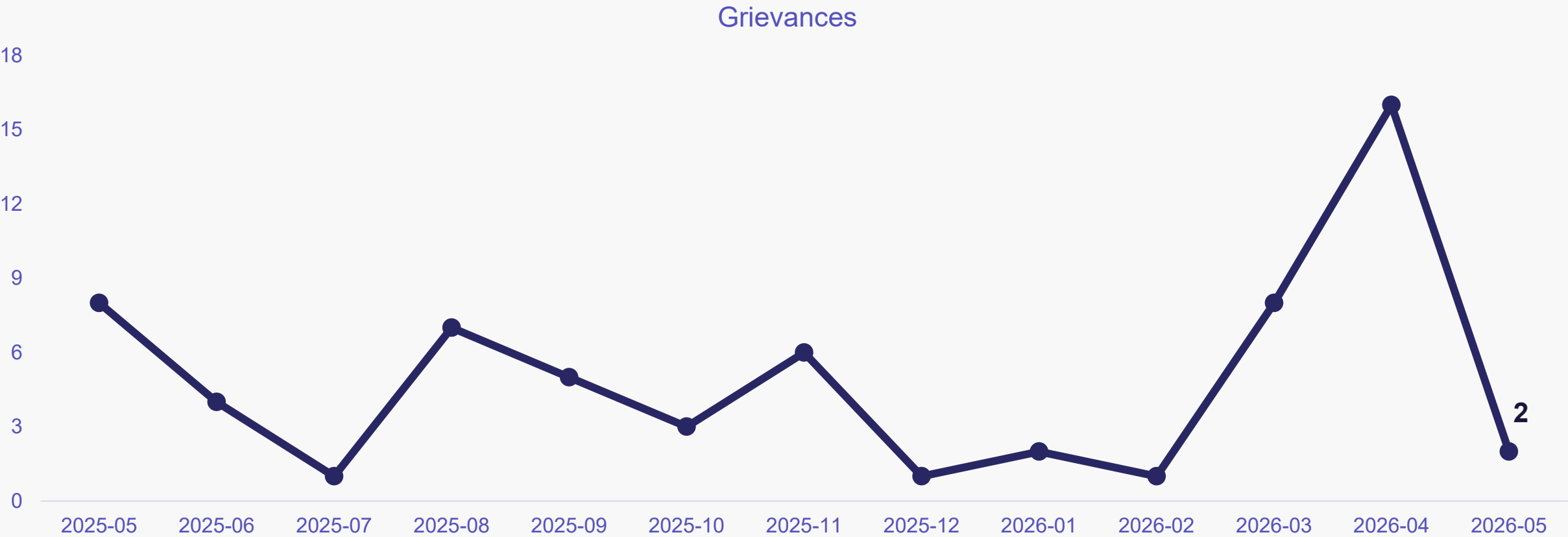
TYCF GLC Overtime Hours

6-month trend relatively steady.





Tillamook received 2 grievances in May.

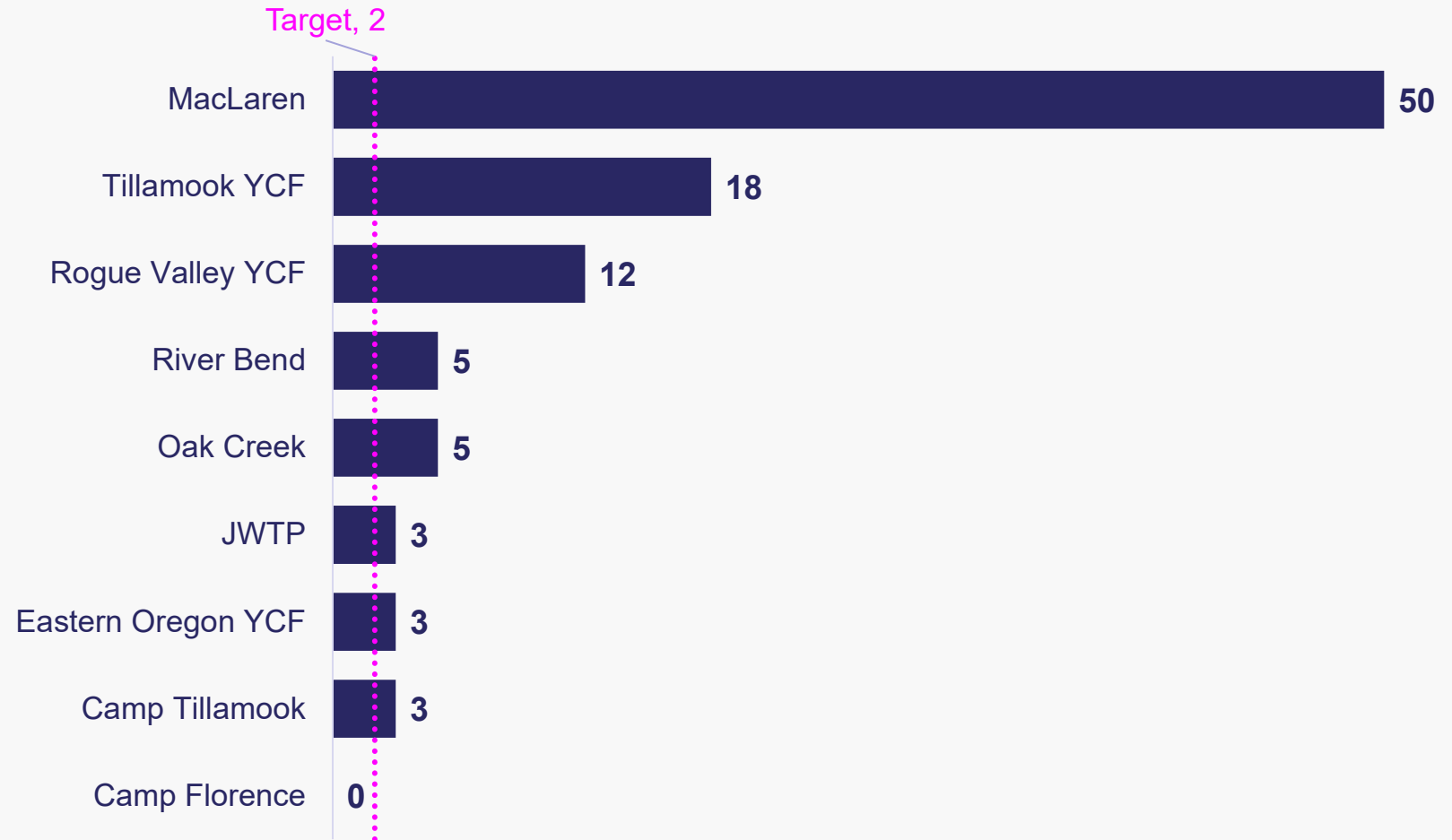




PREA Walkthroughs by Facility

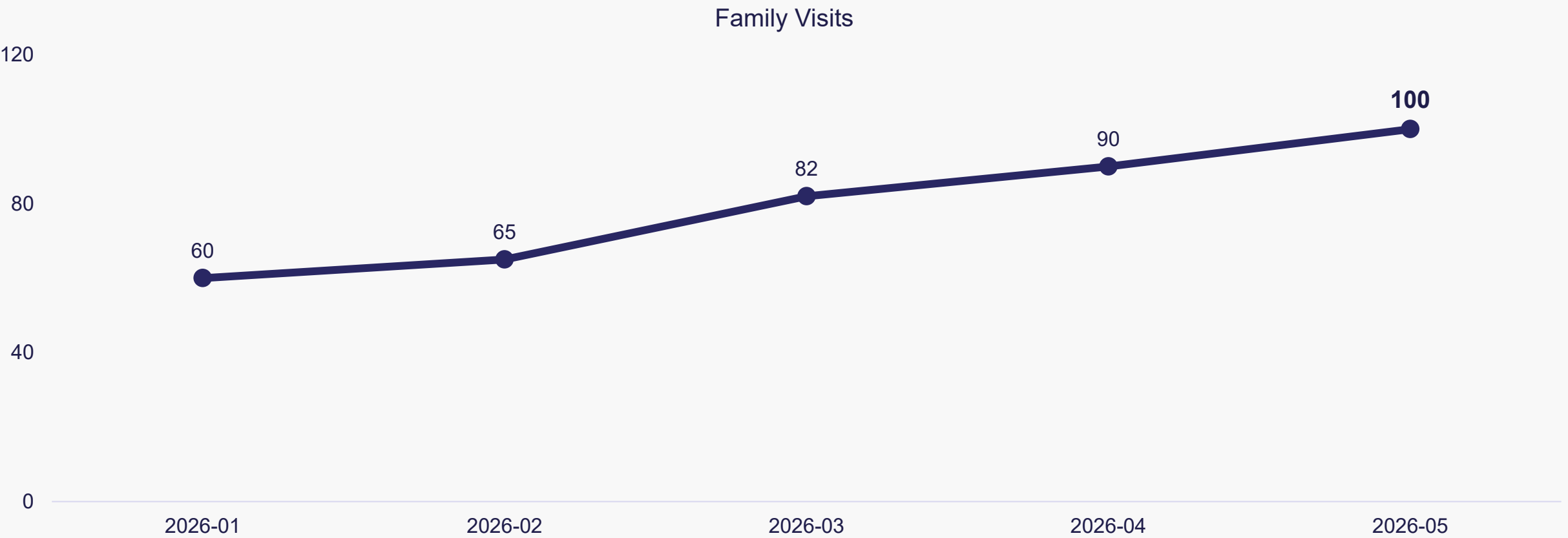
In May 2026, Tillamook YCF exceeded requirement for PREA walkthroughs.

- 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





Family visitations trending up



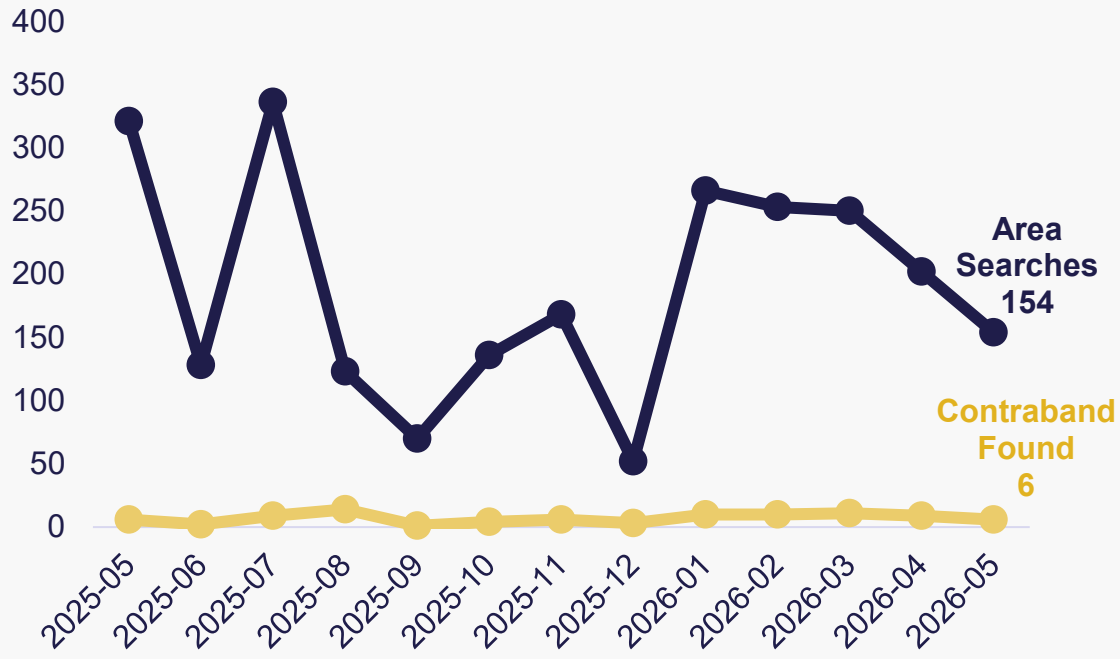


Contraband Searches

Last month there were 7 contraband discoveries from searches

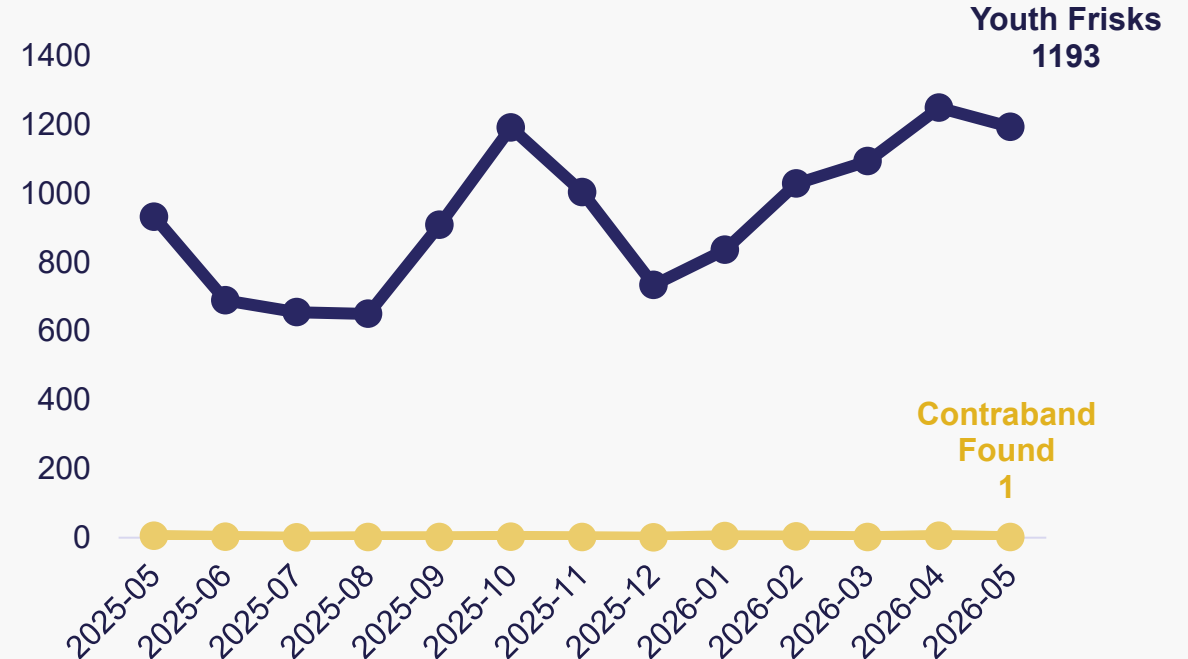
3.9% of Area Searches resulted in contraband discoveries

Area Searches



0.08% of Youth Frisks resulted in contraband discoveries.

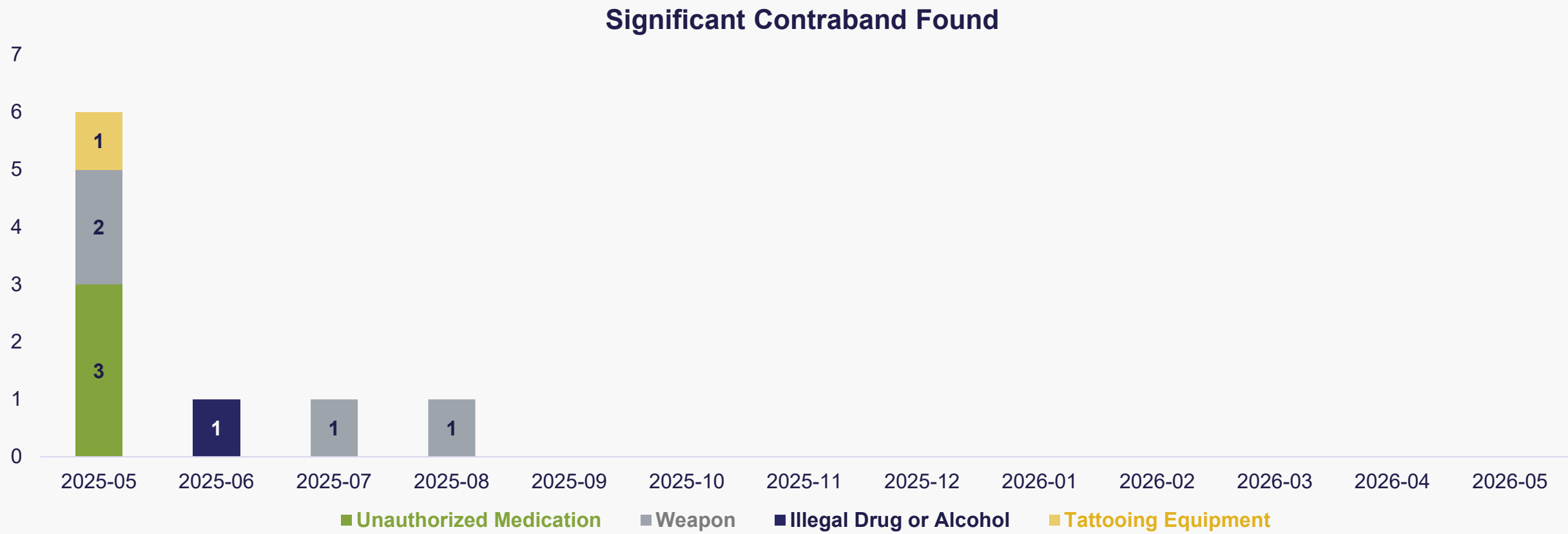
Youth Frisks





Contraband Incidents

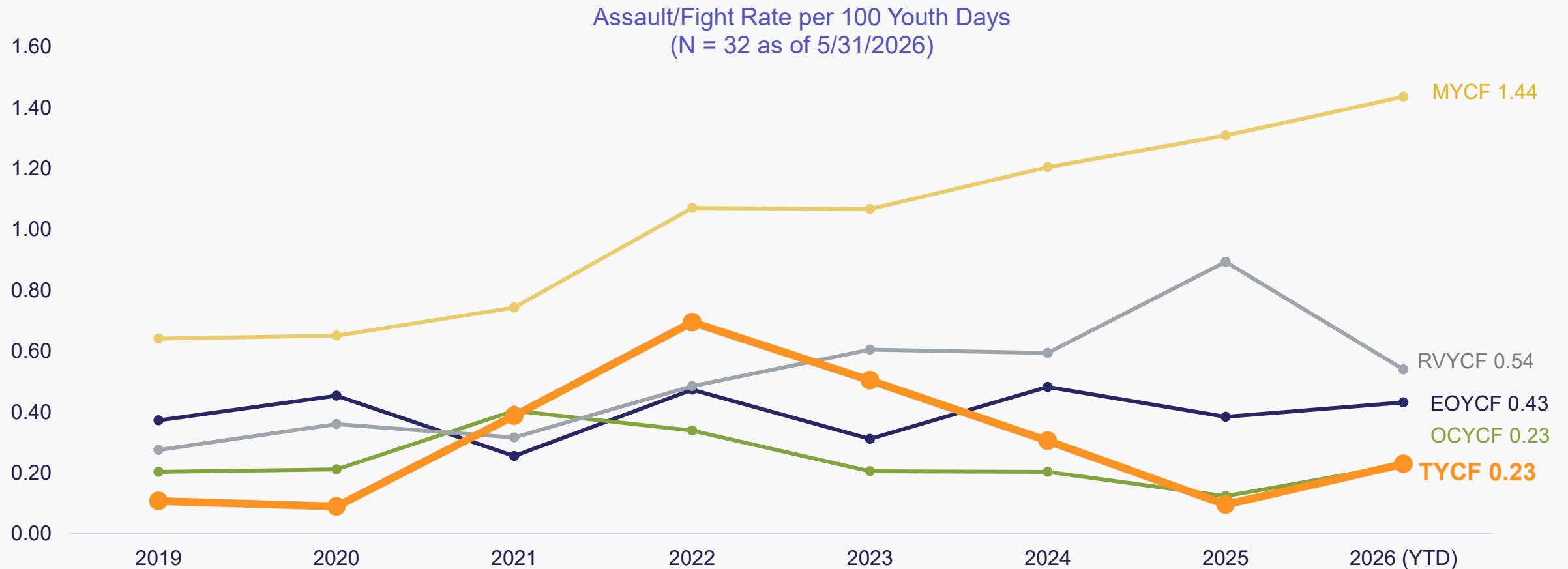
No significant contraband discoveries recorded since August 2025.





Assaults/Fights: Facility Comparisons

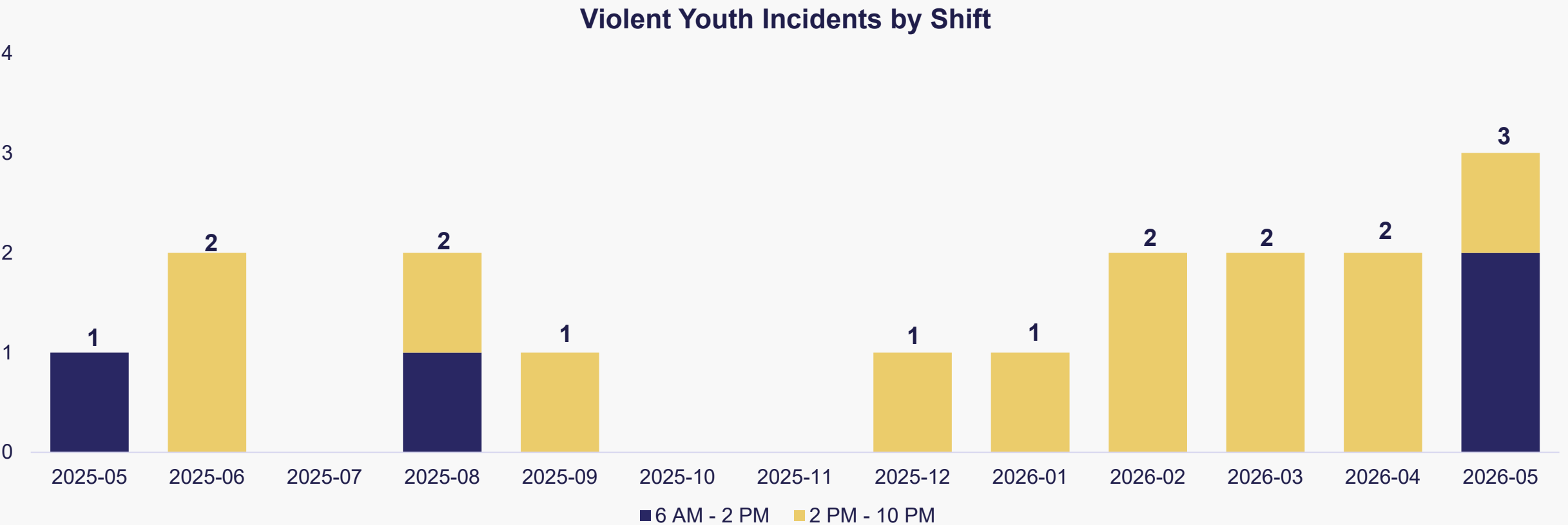
Tillamook's 2026 YTD rate of Assaults/Fights is well below average.





Incidents by Time of Day

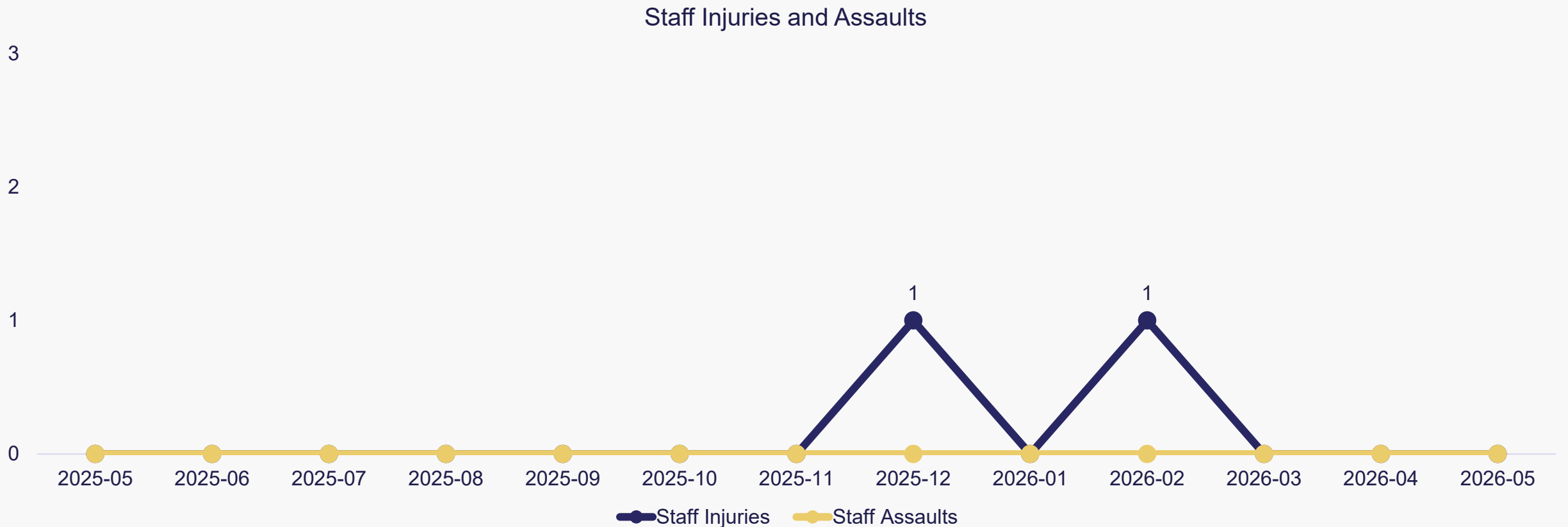
3 Assaults/Fights in May.





Incidents with Staff Injuries and Assaults on Staff

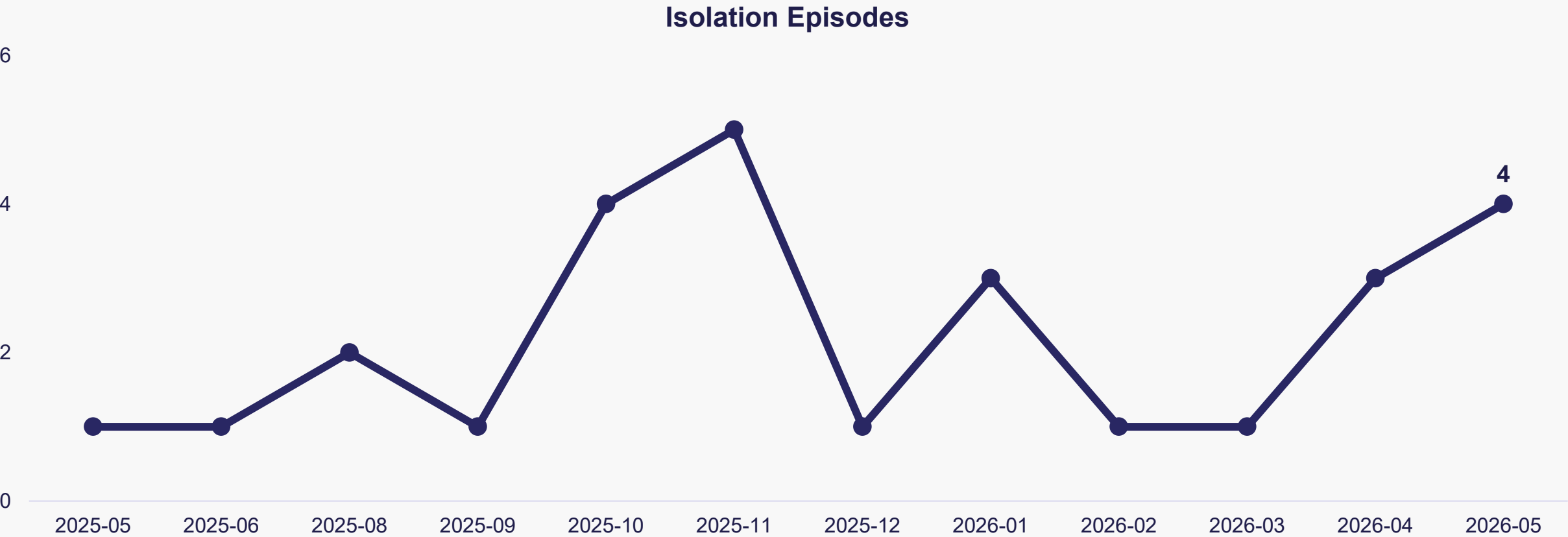
No staff member were injured last month. No staff members have been assaulted within the last 13 months





Number of Isolation Episodes

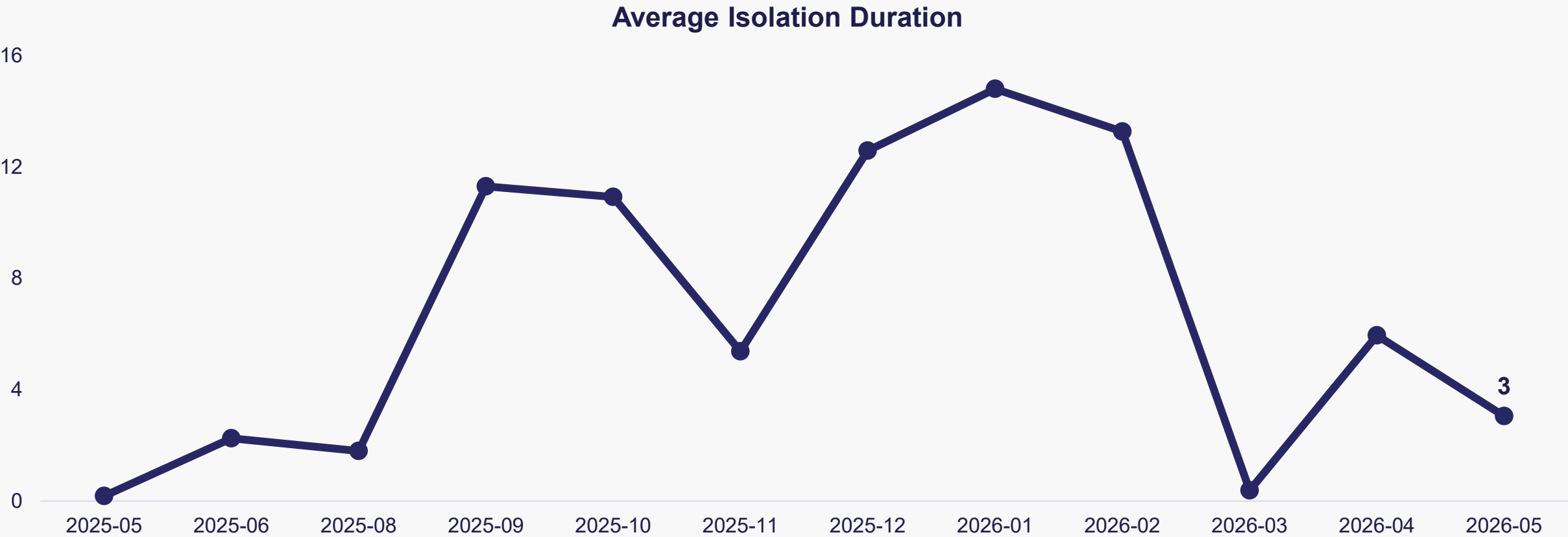
Tillamook had 4 isolation episodes in May.





TYCF Isolation Duration

Isolation duration average 3 hours in May, down from April.

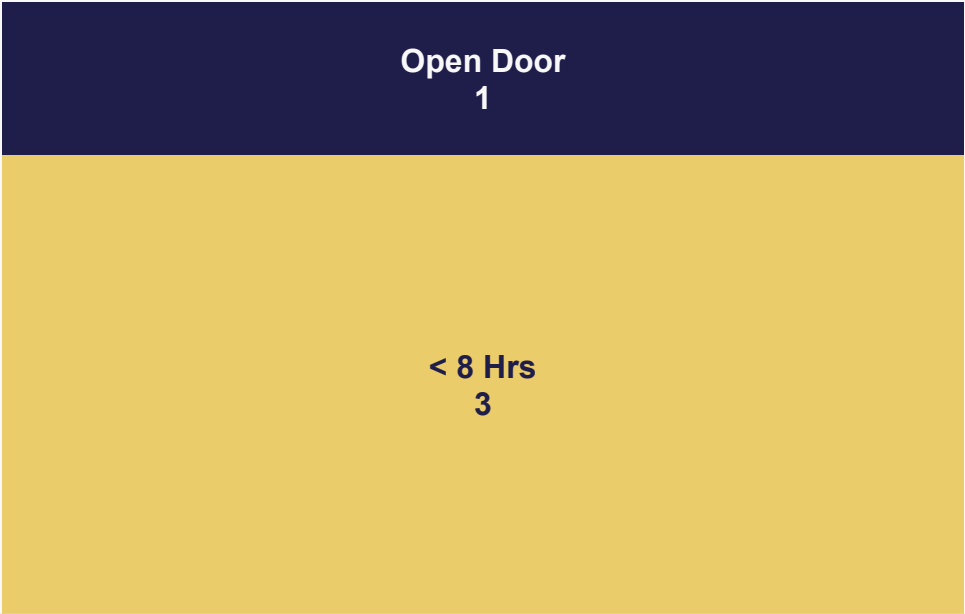




TYCF Isolation Detail

All isolation episodes in May were under 8 hours.

May Isolation Episode Duration



2026-05



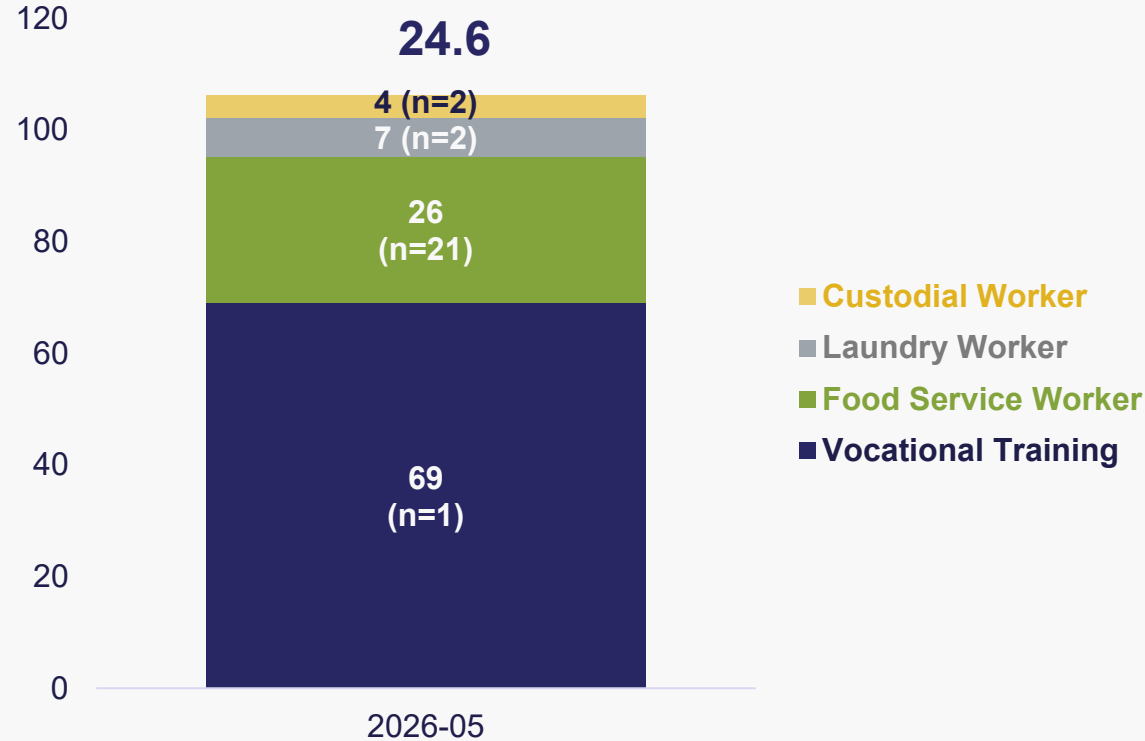
Isolation Breakdown



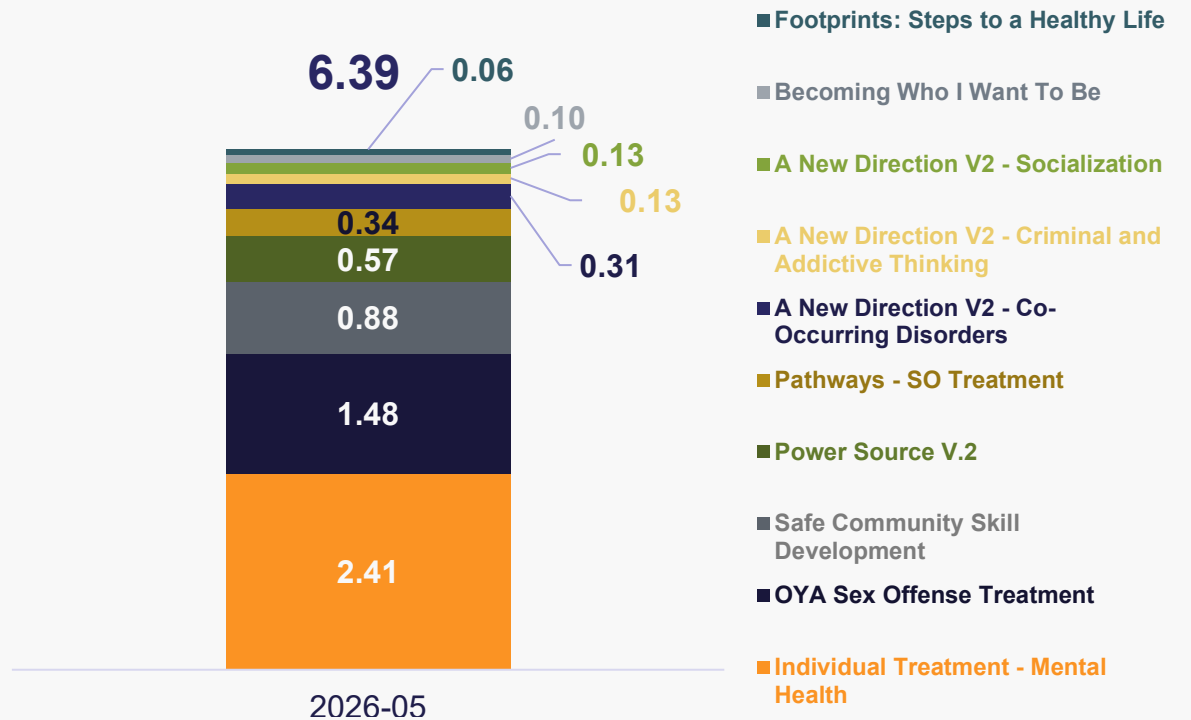


May 2026 Work Experience and Treatment Hours by Program

Average Work/Vocation Hours per Youth, by Program Name



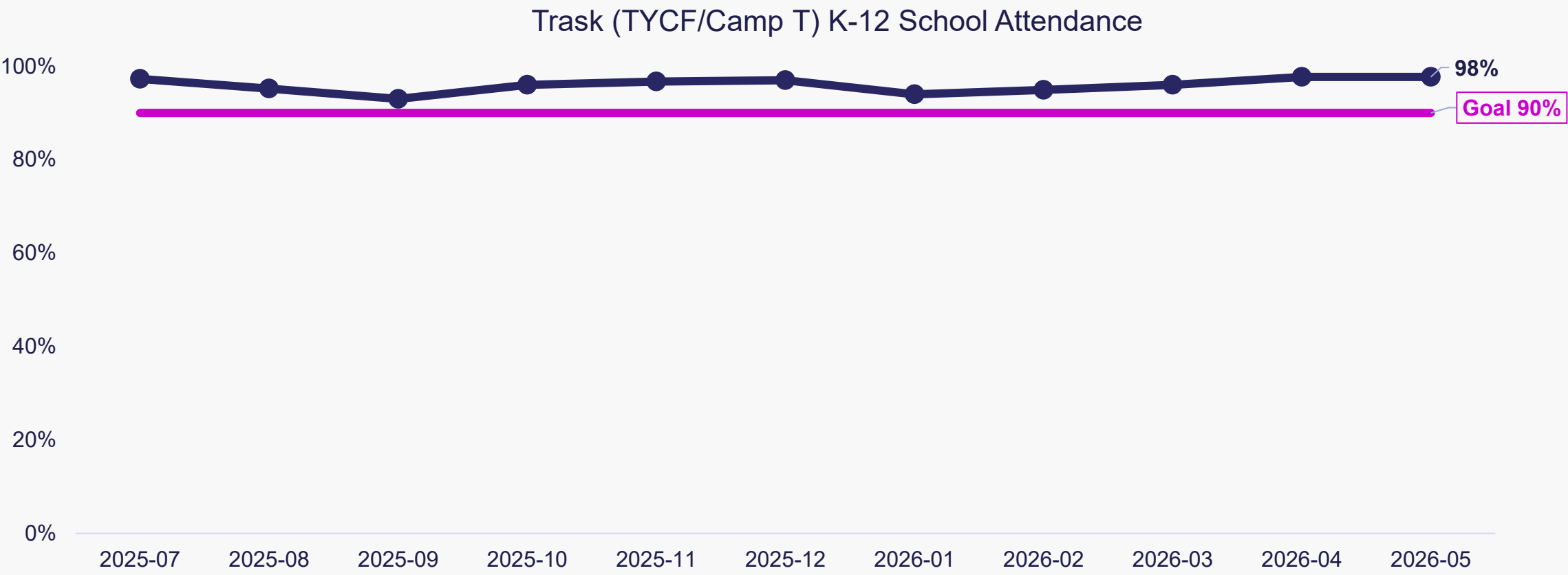
Average Treatment Hours per Youth, by Program Name





Education Attendance

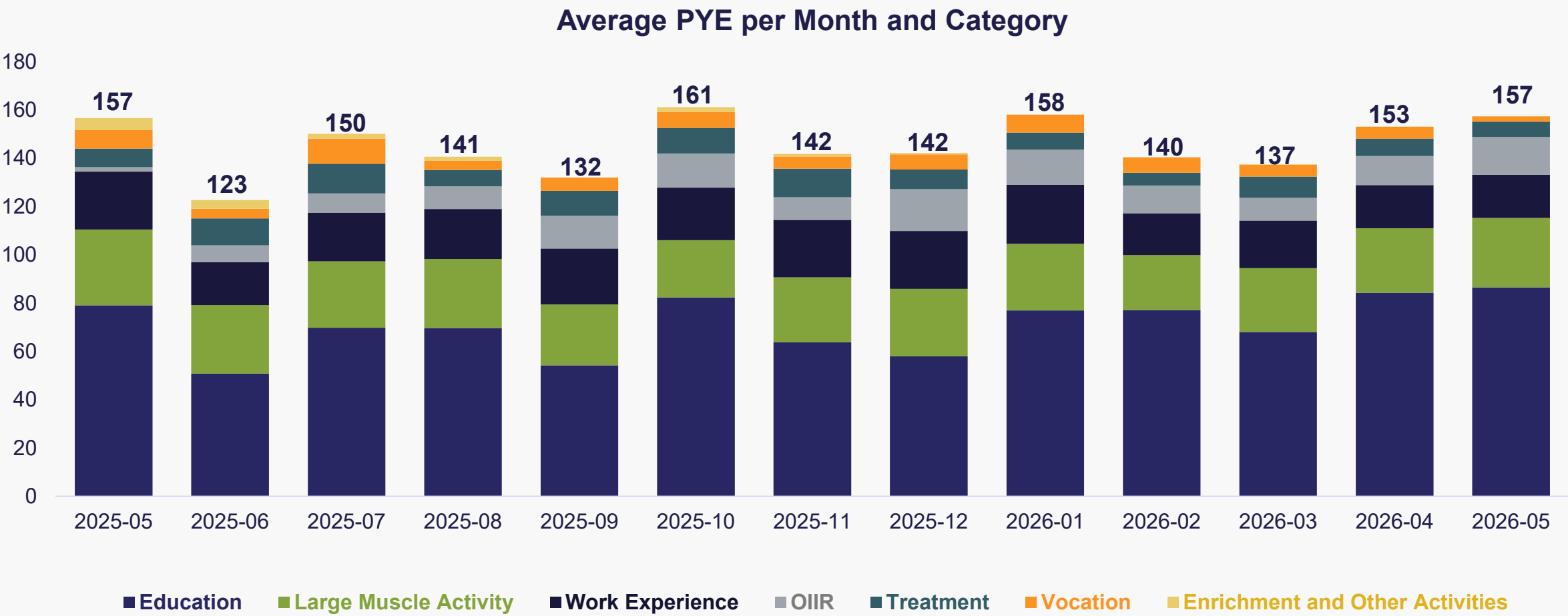
25 Student enrolled as of 6/9





Positive Youth Engagement

Tillamook youth completed an average of 157 PYE hours in May.





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



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.

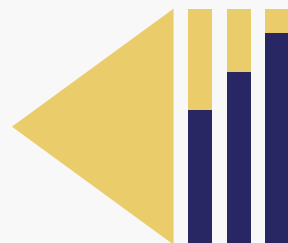


TYCF Training Opportunities since June 2023

- Academy Training
 - 2023
 - YIR Refresher
 - Employee Ethics Refresher
 - 2024
 - Group Facilitation
 - Suicide Prevention in OYA
 - Transports Refresher
 - CPR/1st Aid
 - 2025
 - Working with Developmentally Delayed Youth
 - Physical Intervention Refresher
 - Contraband & Evidence Collection Refresher
 - Sex offense treatment training
- Training provided from Raphi Miller.
 - 2025
 - Introduction to Restorative Justice and Community Building Circles
 - Introduction to Gang Management - Two 2-hour sessions



Insight | Measurement | Performance | Accountability
Continuous Improvement | Transparency



Help us improve

Follow QR code to provide feedback



Supplemental Slides



OYA Facility Services

ONBOARDING GUIDE



Welcome to Tillamook YCF

OYA Facility Onboarding Guide

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OYA Facility Onboarding Guide

Welcome to Facility Services

Hello and welcome to the Oregon Youth Authority and Tillamook Youth Correctional Facility. This onboarding guide is just that, a guide. It is meant to help you on your journey, but your best resources will be your fellow staff and your facility leadership.

This guide will provide you with a foundation of knowledge. When you attend new employee training (NET) at the training academy you will be provided with more detailed information. When you return to this facility you will have the opportunity to expand this knowledge and continue to grow in your new position. We wish you the best and will be here to support you during your journey.



Welcome To Oregon Youth Authority! Workday Employee Resource Guide

EMPLOYEE RESOURCE INFORMATION

Familiarize yourself with all OYA employee resources, policies, forms.

Quick links to OYA's Human Resources, Workday, and Payroll pages are available on OYANet's home page:

https://oya.sharepoint.com/SitePages/OYA_Home.aspx

- Workday Resources: <https://oya.sharepoint.com/sites/hr/SitePages/WorkdayResources.aspx>
 - This page provides the Workday Oregon Resource link, Workday Newsletters, Payroll & Time Tracking guide, and knowledge articles.
- Payroll Resource: <https://oya.sharepoint.com/sites/payroll/SitePages/Home.aspx>
 - This page provides knowledge articles on how to enter/submit time, view payslips, how to read your payslip, and benefit enrollment forms.
- State Employee Workday Oregon Resource: <https://www.oregon.gov/das/HR/Pages/wd-training-emp.aspx>
 - This page has a Workday guide, Workday resources for getting started, and articles of how to complete actions such as updating information.
- Download and review the [Basic Workday Overview](https://www.oregon.gov/das/HR/Documents/GenNav_Workday%20Overview.pdf) at: https://www.oregon.gov/das/HR/Documents/GenNav_Workday%20Overview.pdf

Quick Links

- Human Resources
- Payroll

INTRODUCTION TO WORKDAY

Workday provides one place to easily review and manage your work.



MANAGED BY PEBB

Health insurance (Medical, Dental, Vision)

Choose/affirm your plan annually
<https://www.oregon.gov/oha/pet/>

Employee Assistance Program

Professional services such as counseling, financial planning and legal advice available for free or low-cost.
<https://cascadecenters.com/>

MANAGED BY PERS

Retirement



Oregon Youth Authority

Updated: January 2022

AFSCME	American Federation of State and Municipal Employees
ART	Aggression Replacement Training
ATOD	Alcohol, tobacco and other drugs
BRS	Behavioral Rehabilitation Services
CBT	Cognitive Behavioral Therapy
CC	Case Coordinator
CEOJCC	Central and Eastern Oregon Judicial Consortium
IU	Intervention Unit
CTO	Compensation time off
DA	District Attorney
DAPP	Developmental Approach in Probation
DAS	Oregon Department of Administrative Services
DBT	Dialectical Behavior Therapy
DD	Developmental disability
DDA	Deputy district attorney
DEI	Diversity, Equity, and Inclusion
DEL	Donald E. Long Detention Center
DHS	Oregon Department of Human Services
DO	OYA Director's Office
DOC	Oregon Department of Corrections
DOI	Oregon Department of Justice

Welcome to your New Employee Training journey



Everyone at the OYA Training Academy is committed to all new employees being successful in their job. Whether you work directly with youth, or in a support role, your job will involve working with other people, so it is important to be aware of the agency mission and values, know how to solve problems, be flexible, and adapt to changing conditions. You will learn more than just rules and procedures on your training journey. It is our hope that you grow and develop knowledge and skills that will help you effectively work in situations where there might be more than one right answer.

Where is the Training Academy located?

We share space with the:

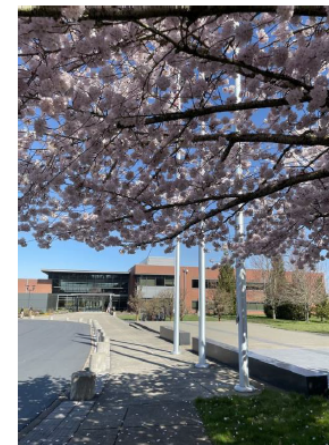
**Oregon Department of Public Safety
Standards and Training (DPSST)**
4190 Aumsville Highway
Salem, Oregon 97317

General Phone: 503.378.2100

You can get here:

From the North | Take I-5 southbound to Salem. Take the OR-22/Santiam Hwy. exit-Exit 253. Cross over the top of I-5 and move into the middle eastbound traffic lane. Take Lancaster Dr. exit-Exit 2. Turn right onto Lancaster Dr. Lancaster Dr. turns into Aumsville Hwy. Cross straight through intersection with Kuebler Blvd. Pass Marion County Dog Control, Marion County Correctional Facility, and the Santiam Correctional Institute. Turn left in to the Oregon Public Safety Academy driveway.

From the South | Take I-5 northbound to Salem. Take the Kuebler Blvd. exit-Exit 252. Turn right onto Kuebler Blvd. and drive 3 miles. Turn left onto Aumsville Hwy. Pass Marion County Dog Control.





Supplemental – Onboarding (JJIS)

Juvenile Justice Information System

A Shared Information System Getting Started Guide (April 2022)

JJIS Contact Information

JJIS Help Desk
503-378-4333, option 1
JJISHelpDesk@oya.oregon.gov

Getting Started with JJIS

Complete, sign, and submit the JJIS User Agreement to your local JJIS Security Coordinator.

Complete the required JJIS courses assigned to you in Workday Learning.

Remember . . .

"No person is allowed to seek, obtain, use or release information from JJIS for private or personal reasons."

Violations of the use of JJIS as outlined in the JJIS User Security Agreement are taken very seriously and violators may be subject to discipline, up to and including dismissal, for violations of the security agreement.

Log on to JJIS and Change Your Password

When you complete your required training and your account is set up, you will receive an e-mail that contains your JJIS credentials – your assigned User Name and a Temporary Password.

Double-click the JJIS icon on the computer's "desktop" to open JJIS. A Login screen opens.

Enter the User Name and Temporary Password that were e-mailed to you and click **OK**.

Passwords must be entered exactly as they were set up; for example, differentiate between the number 0 (zero) and the letter O.

JJIS defaults to the **Production** radio button – this is the real-time JJIS production database.

You will be prompted to change the password.

- Enter the Temporary password in the **Old Password** field.

Shortcuts, Tips & Tricks

Use the **Ctrl+O** keyboard shortcut to enter the current date.

Sort a list in JJIS by clicking the title of the column you want to sort by (ascending – A to Z, 1 to 10). Click the column title again

JJIS Access, Appropriate Use, & Confidentiality

The JJIS system, its data, and any subsystems such as JJPS, are not to be used for a person's own interest, advantage, personal gain, or for any private purpose. JJIS records should only be accessed on a "need-to-know" basis by workers to whom the youth is assigned. Workers are considered assigned to a youth if they 1) are recorded as an active worker on the youth record; 2) work in the same office as an assigned worker; or 3) work in a facility in which the youth is currently admitted and they have a specific direct working relationship with the youth or other authorized work-related reason to access specific information on the youth record.

While access to most information in JJIS remains open and a worker's ability to do their job is not restricted, JJIS does track "footprints" – in other words, it knows where an individual has been in the system, who has reviewed a case note, and who made a change in a record.

Users are expected to use only the minimum amount of information needed to accomplish their authorized job duties. However, workers not assigned to a youth may still have a legitimate need to view and update youth information consistent with their job duties. A Temporary Assignment feature allows Workers to grant themselves access to a youth's record – the access remains in effect for 24 hours. JJIS alerts the user that the case is not assigned to them and provides the user an option to either proceed with opening the record or decline. The user may also enter a note to remind themselves why they requested access.



JJIS tracks footprints.

**Primary Worker, Courtesy Supervision Worker, Referral Worker, Juvenile Department Worker w/ OYA Commitment*



JJIS includes a feature that allows a worker to protect and/or restrict specific information such as notes, documents, assessments, and incidents to comply with HIPAA (Health Insurance Portability & Accountability Act) and 42CFR (Code of Federal Regulations) alcohol and drug confidentiality requirements. These features should only be used subject to local agency policy guidance.

When a user not assigned to a case tries to access protected information, JJIS alerts the user that the information is marked "protected" and provides the user an option to either proceed with accessing the information or decline. If the user proceeds, their access is logged.

Restricting information prevents users who are not part of a specified Security Group from accessing the information. Only the individual who restricted the information can grant access to individuals outside of the Security Group.

Workers assigned to a case can review the tracking log which lists by whom and when protected information was accessed. This assists in supporting the HIPAA requirement of disclosing who has accessed certain information.

For more information, review the JJIS policy on "Privacy & Protection of Confidential Information in JJIS".

JJIS is a powerful tool and users have access to data, much of which is confidential and protected from public release by Oregon law. All JJIS users should be alert to the necessity of protecting the integrity and confidentiality of the data in JJIS.

Violations of the use of JJIS as outlined in the Individual User Security Agreement are taken very seriously. Violators may be subject to discipline, up to and including dismissal, for violations of the security agreement.



*Don't forget -
"No person is allowed to seek, obtain, use or release information from JJIS for private or personal reasons."*



Supplemental – Structured Unit Shadowing

TYCF Group Life Coordinators



Guide for Structured Unit Shadowing

1

You are responsible for taking charge of your learning during your structured shadow shifts. To maximize learning outcomes, approach each shift with the following objectives:

- 1) Establishing and building rapport with youth without the added responsibility of supervision
- and
- 2) Learning, observing, and performing essential functions of your role prior to "going live"

This guide is intended to give you a structured approach to meeting objective #2. When not engaged in intentional learning objectives, you should focus on general observation and rapport building (objective #1).

Locate & Learn	Observe	Perform
Consists of identifying resources on your unit that will assist you in performing your duties.	You are asked to observe a unit GLC or member of Unit Leadership Team performing specific tasks.	You are asked to perform tasks under direct observation of a unit GLC or member of Unit Leadership team.

2

