



## EMERGING LEADER FELLOWSHIP OPPORTUNITY, 2019-2021

### **Enhancing Juvenile Probation through Graduated Response Implementation**

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<b>Host Organization:</b>	Juvenile Justice Research and Reform Lab, Drexel University
<b>Location:</b>	Philadelphia, PA
<b>Dates:</b>	September 2019 – September 2021
<b>Salary:</b>	\$60,000 / year, plus benefits

### **Stoneleigh Emerging Leader Fellowship**

The [Stoneleigh Emerging Leader Fellowship](#) is a two-year, full-time, hands-on position for early career professionals. Fellows work collaboratively with a host organization and the Stoneleigh Foundation to execute a project that advances the missions of these organizations and enhances Fellows' professional skills and leadership development. Fellows are also supported by a cohort of peer Emerging Leaders, who participate in Foundation programming.

### **The Project: *Enhancing Juvenile Probation through Graduated Response Implementation***

In most jurisdictions, youth on probation must comply with boilerplate conditions that do not take into account their developmental capacity, despite research demonstrating the importance of treating young people in developmentally appropriate ways. Graduated Response is a research-based approach to probation case management. It uses an incremental range of responses—including short-term positive reinforcement, incentives, constructive feedback, and sanctions—to encourage youth to comply with the terms of their probation. While Graduated Response is a clear priority in Pennsylvania, many counties are finding it challenging to develop and implement their systems.

To address this challenge, the Fellow will work with the *Juvenile Justice Research and Reform Lab, PA Juvenile Court Judges Commission*, and *PA Council of Chief Juvenile Probation Officers* to establish a technical assistance (TA) mentorship team model. Each team will include a content expert and representatives from counties that are already implementing Graduated Response. Teams will support other counties at various stages of their Graduated Response systems' development and implementation. Specifically, the Fellow will:

- **Establish and oversee a mentorship and coaching model** to assist counties in translating Graduated Response theory into practice.
  - *Create a framework for the model* that includes expectations for the mentorship teams, mechanisms for consultation, and training tools.
  - *Identify and prepare content experts and county-level probation officers to serve on TA mentorship teams.* The Fellow will coordinate and facilitate trainings for team leaders on the mentorship and coaching model.

- *Provide feedback on counties' policies and procedures and help problem-solve barriers to implementation* to ensure fidelity to the statewide Graduated Response model.
- **Engage in statewide juvenile probation transformation efforts** by serving as a coordinator of and content expert on mentorship teams and creating an evaluation infrastructure.
  - *Serve on the statewide Graduated Response Committee* convened by the PA Council of Chief Juvenile Probation Officers.
  - *Help incorporate Graduated Response tracking into the statewide Juvenile Probation Case Management data system* to promote implementation and outcome evaluation in partnership with state organizations.

## Candidate Qualifications

Candidates must have earned a master's or doctoral degree between 2016 and 2019, preferably in psychology, social work, public health, or public policy. The candidate should have strong interpersonal, research, writing, and problem-solving skills, as well as familiarity with research on adolescent development, effective behavior change, positive youth development, and, ideally, Pennsylvania's juvenile justice system.

## Application Process

Please submit the following materials to Dr. Naomi Goldstein ([neg23@drexel.edu](mailto:neg23@drexel.edu)) by **December 15, 2018**. Please contact Dr. Goldstein with any questions.

- A resume or CV
- A writing sample
- Two written references preferred (one academic and one professional)
- A cover letter articulating why you would like to participate in the Fellowship, how it will advance your professional goals, why this project interests you, and what prior experience and training you bring that prepares you to lead this Fellowship project

Candidates chosen for an interview will be contacted directly by the Juvenile Justice Research and Reform Lab. One final candidate will be recommended to and interviewed by the Stoneleigh Foundation in January 2019. In March, Stoneleigh staff will present recommended candidates and projects to its Board of Directors.

## About Drexel University's Juvenile Justice Research and Reform Lab

[Drexel University's Juvenile Justice Research and Reform Lab](#) seeks to improve juvenile justice policy and practice to produce better outcomes for youth and communities. The interdisciplinary lab works to promote best practices in the juvenile justice system by more closely aligning juvenile justice policies and procedures with adolescents' developmental capacities.