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## Performance Management Initiatives and Indicators

### **Introduction**

Juvenile crime is on the rise in the United States of America (USA). This study is particular to the State of Alabama, where despite the consistent attempts by the government, youth crime rate is still increasing. Precisely, people between the age of 9 and 17 years old find themselves in the hands of the law enforcers because of such crimes as robberies, murder, arson, assault, rape, drug abuse, and loitering among others. Therefore, as senior advisers to the governor, we are tasked to develop performance initiative program in order to offer, at least, five outcomes to mitigate the problem. Moreover, the research unveils the performance measurement strategies that will help the government to provide positive results in the whole state and ensure organizational changes to attain the requirements. Therefore, the basis of the study is to identify the ways to reverse the downward trends in education and the increase in juvenile crime and reveal the performance indicators to monitor the achievement of the expected outcomes.

### **Performance Management Initiatives (Outcomes)**

The public outcry is a clear indication that deteriorating education and increasing youth delinquency are critical and need urgent interventions. To reduce the challenges, there are five management initiatives that are appropriate to the state and include early intervention, victim assistance, prevention, youth engagement, and alternatives to confinement.

*Early Intervention.* It is necessary for Alabama to adopt new approaches to youth crime in order to develop a branded juvenile justice system. The model should have expanded set of instruments and tools to address the issues of delinquent behaviors. Most importantly, the state is to enhance service delivery by offering counseling, community services, tutoring, mentoring, and other crucial support (Weatherburn and Lind 14). In addition, case management services can be provided by adjusting the probation department. The idea is to divert formal lawsuits to monitored test period in order to reduce the number of youth incarceration. Thus, the probation should be offered at the first stage of a crime.

*Victim Assistance.* Victim assistance is to be provided to those who have experienced crime and violence by emphasizing counseling and support. Establishment of a child support program may help juveniles to overcome the negative effects of the felony and bad behavior. It will also aid criminal prosecution through investigations, pre-trial, trial, and after-trial phases (Wilkinson and Pickett 26). Consequently, development of a juvenile court will help young offenders, especially between the age of 10 and 19 years old, in hearing misdemeanor cases and providing specialized prosecutions and education.

*Prevention.* Prevention strategy will target youths at risk of committing a crime in the future with the aim of skill development and accountability. Particularly, the measures include training teenagers who have engaged in crime to give back to the community (Tyler 56). Other mechanisms are monitoring of school attendance, parental skill development, and intensive leadership training to the youths. In essence, the process is about using the trained offenders to help the others who are likely to engage in crime.

*Youth Engagement.* Youth engagement is about involving young people in the neighborhood in policy development and information dissemination. By creating a youth justice board, after-school programs can be established for leadership training and use of teenagers' insights for strategy recommendations. Ideas to be studied and discussed include school safety, alternatives to detention, and juvenile reentry among others (Weatherburn and Lind 19). Hence, youths can be made as opinion leaders and agents of change.

*Alternatives to Confinement.* To reduce the number of teenagers in custody, the state should provide alternatives to detention. Markedly, it can be done through holding the offenders accountable, information provision, community services, and compliance management (Wilkinson and Pickett 33). Those with pending lawsuits should be supervised by case managers and social workers in conjunction with their families. Help, intensive services, and specialized programs, especially for the ones with mental health concerns, may reduce chances of crime and school dropouts. Thus, alternatives to confinement will not only decrease the number of youths jailed, but will also ensure that they are made useful to the society.

### **Performance Indicators**

Performance Indicators (PIs)	Implementation
Establishment of a branded juvenile system	Counseling Community services Tutoring Mentoring Youth probation Other essential support

Establishment of the child support program	Specialized training and education Investigations Specialized prosecution of the offenders
Enhanced youth engagement	Training Research and development Developing young opinion leaders and change agents Information dissemination Policy recommendations
Reduced crime rate and increased school attendance and enrollment	Parental skill development Monitoring school attendance After-school programs Intensive leadership training
Reduction of youthful custody	Probation services Community services Monitoring and supervision of the offenders Compliance management

## Conclusion

Youth delinquency and deteriorating education cause immense problem to the State of Alabama.

The research responds to the public outcry by providing interventions to reduce the challenges.

Therefore, five major outcomes are suggested, which include early intervention, victim

assistance, youth engagement, prevention, and alternatives to detentions. If all the measures are implemented, the state's problem will be solved.

Works Cited

Tyler, Tom R. *Why People Obey the Law*. Princeton, N.J.: Princeton University Press, 2006.

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