

in the care and custody of the Department when the youths are isolated from customary community educational services;

(4) (3) A joint assessment with the Department of Health and Mental Hygiene of the costs and actions necessary to implement the 3-year plan for enhanced mental health services and to:

(i) Integrate this plan into the Department's comprehensive Health Services Division 3-year plan published in 2003;

(ii) Establish assessment and treatment programs in facilities and prevention and early intervention programs in the community and aftercare services; and

(iii) Identify barriers to funding and means to maximize federal funds;

(5) (4) The identification and evaluation of appropriate somatic health, mental health, substance abuse, and nutrition services to youth that come within the jurisdiction of the Department;

(6) (5) A joint recommendation with the Department of Health and Mental Hygiene on how the State will provide appropriate health care to all youth under the care of the Department;

(7) (6) A report on efforts taken to identify and reduce disproportionate minority confinement in each county in the State, including Baltimore City, and to:

(i) Collaborate with local jurisdictions to collect offense data by race, offense, and zip code;

(ii) Analyze risk assessment procedures in each jurisdiction; and

(iii) If disproportionate minority confinement is found to exist, identify the source or level at which the disproportionality exists and alternatives that are available to decrease or eliminate disproportionate minority confinement; and

(8) (7) A management plan for:

(i) The evaluation of existing staff functions throughout the Department and all State, local, and private staff functions, including intake, clinical, probation, case management, and aftercare;

(ii) The establishment of professional qualifications, competency testing, educational and training requirements, and credentialing for all positions in the Department;

(iii) An aggressive recruitment effort to hire the most qualified workers and retention efforts using performance-based evaluations with merit-based incentives and competitive salaries, and to ensure proper caseloads for all public and private employees that are competitive with neighboring states; and