

A Year of Improvement



Since January 2025, OYA has reformed its Professional Standards Office (PSO) to reflect our commitment to safety, accountability, and transparency.

Professional Standards Office

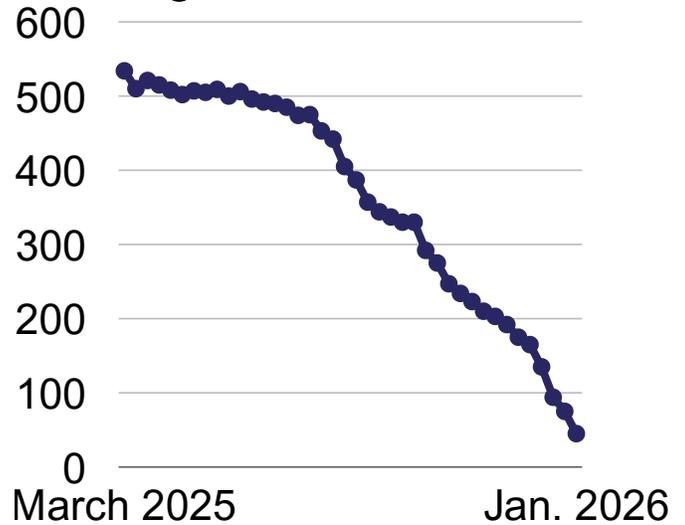
BETTER DATA

- OYA Research independently manages and reviews PSO data
- OYA Research identifies themes and trends in data
- Developed internal and external tracking tools
- Share tracking weekly and monthly with diverse groups of stakeholders

In process:

- Modernizing report database
- Performance dashboards
- Integration with JJIS
- Possible inclusion of grievances

Cases Open and Suspended Longer Than 6 Months



STRONGER PRACTICES AND PROCEDURES

- Chief and deputy chief investigator now conduct daily oversight of cases and conduct investigations
- Prioritized cases open or suspended longer than 6 months (“aged cases”) by severity and risk
- Staff trained to forward qualifying grievances to PSO within 24 hours
- Developed and enforced review standards, timelines, and expectations for aged and unsigned cases
- Revised PSO and HR policies to clarify roles and prevent duplication
- Weekly team huddles, trainings and performance reviews reinforce fidelity to policy
- Strengthened PSO’s coordination and case review with the State Police, Department of Human Services, and District Attorneys
- Weekly facility-level reports with superintendents and camp directors
- PREA coordinator attends PSO meetings, participates in case reviews

CONTACT

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OYA’s MISSION

OYA protects the public and reduces crime by holding youth accountable and providing opportunities for reformation in safe environments.

OYA’s VISION

Youth who leave OYA go on to lead productive, crime-free lives.

STAFF TRAINING & SUPPORT

- New hires:
 - 3 new investigators
 - Screener (in process)
 - HR analyst dedicated to PSO coordination
 - Deputy chief investigator
 - Permanent chief investigator
- All PSO staff retrained on policies, trauma-informed interviewing, PREA, and child abuse reporting
- Facility staff retrained on top policy violations
- New onboarding model for new investigators with clear learning objectives
- Ensured investigators received overtime when required
- Investigator compensation and classification under review

NEW OVERSIGHT

- Chief investigator now meets weekly and reports directly to OYA's director
- Created and made permanent the youth & family advocate
- Convened and supported the Safety Advisory Committee
- Committed to biannual audits and random case reviews
- Department of Corrections began auditing PSO's new systems on December 9, 2025
- Began monthly performance management reviews
- Open data sharing with legislators, Governor's office, counties, and other key external partners

Where We're At

- All incoming work has been handled promptly while continuing to reduce the number of aged cases.
- Since March, the number of cases open or suspended longer than 6 months has lowered by roughly 85%.
- Aged cases that have been completed by PSO investigators are being reviewed and fully closed.

Meet OYA's New Chief Investigator Tim Thrasher

Tim brings more than thirty years of experience in corrections, investigations, and institutional leadership, joining the agency as it strengthens safety and accountability. His career centers on institutional integrity, including decades leading investigations into staff misconduct and systemic failures.



As Chief of Investigative Operations for the Washington Department of Corrections, Tim built a statewide investigations unit and established fair, thorough protocols. He also played a key role in implementing PREA and ensuring rigorous, transparent sexual abuse investigations. Tim has worked across agency lines with law enforcement, labor, oversight bodies, and advocacy groups, and has led reforms in restrictive housing and staff accountability systems.