



15 Tips for Addressing Juvenile Court Prosecutor Attrition

- Where appropriate, request that office leadership recognize publicly the importance of the work of the Juvenile Court bureau/unit.
- Meet with supervisors, line prosecutors, and support professionals regularly to get their input and suggestions on office practices, policies, and any upcoming changes.
- Ask staff liberally, what would make you stay? Do not limit those conversations to exit interviews.
- Conduct exit interviews.
- Maintain a positive work environment through positive feedback, positive communications, and recognition when deserved.
- Think broadly with respect to resources; if raises are not available, perhaps a one-time bonus that costs less money would be feasible.
- Explore the need for new job titles as the juvenile practice continues to change and evolve; create new opportunities that help meet the demands and needs of the practice.
- Ensure fairness in decision-making, work assignments, and accountability.
- Form rotations for less-desirable work assignments.
- Recognize achievements in various ways so that different people can be recognized in different ways, including but not limited to, at meetings, in announcements, in newsletters, and at award ceremonies.
- Provide leadership opportunities such as mentorship, involvement in trainings, community presentations, membership or positions on problem-solving office committees, etc.
- Have a coverage plan for workload when staff take vacation time.
- Offer flexible work hours, and work from home to the extent consistent with caseload and court coverage needs, and with labor laws/policies.
- Be transparent to the extent possible about office problems, solutions, and reasons for different rules, policies, etc.
- At different times and events, reinforce the importance of the role of juvenile court prosecutors.