Leading with Innovation

NIC Virtual Conference
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National Institute of Corrections

How to Make Evidence Based Programs Come to Life

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How to Make Evidence Based Programs Come to Life

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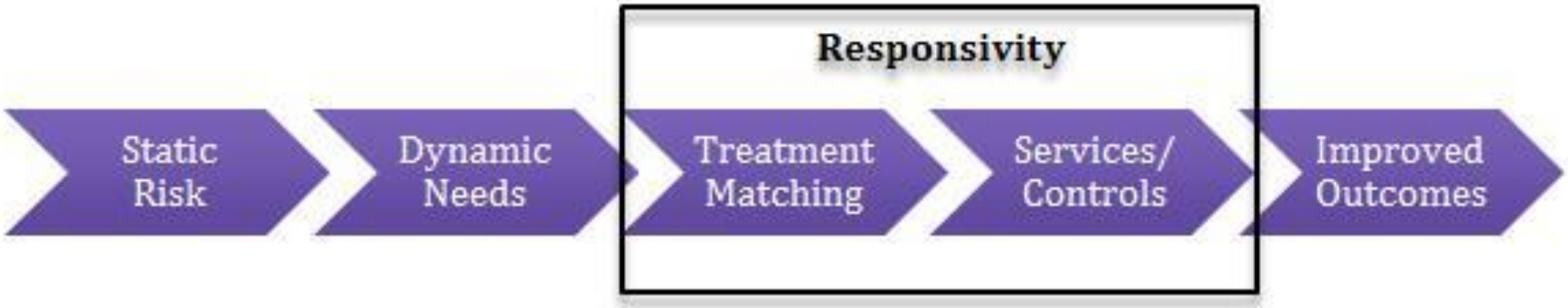
Principles of Evidence Based Programming: A Quick Overview

- Risk
- Needs
- Responsivity
- Fidelity

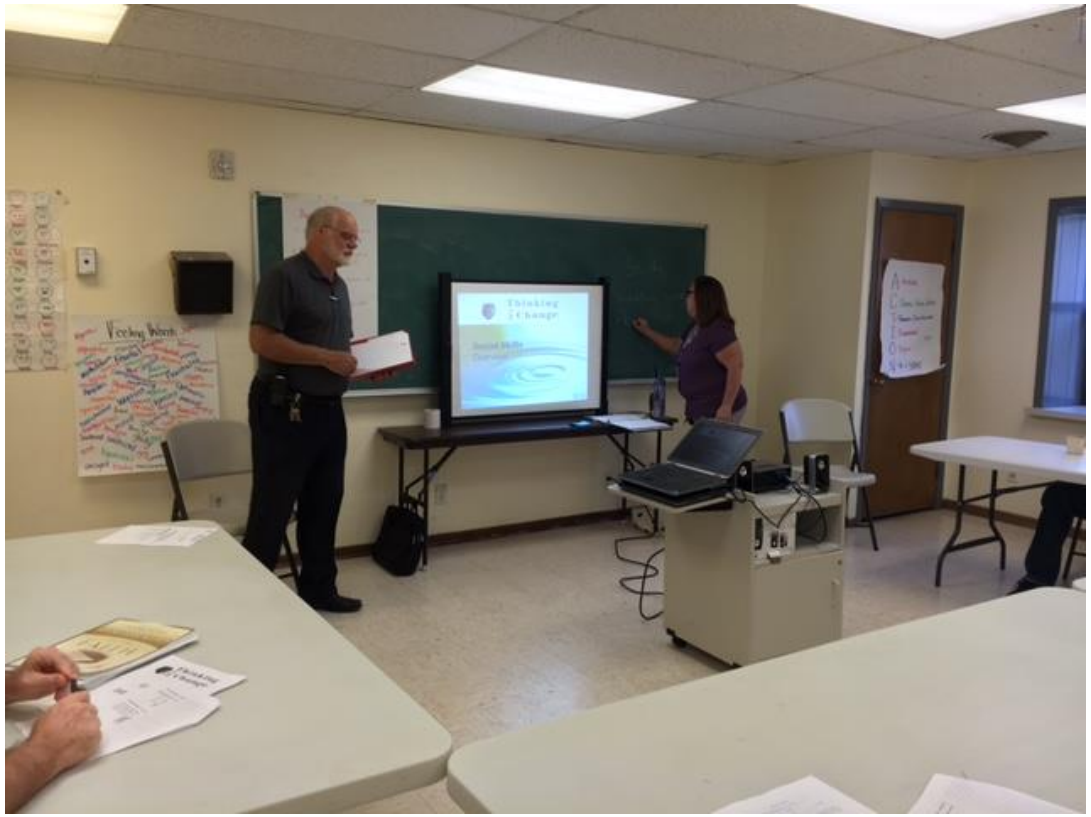


Core Correctional Practices

- Interactional Skills
- Interventions

Evidence-Based Practices

Questions to consider in selecting a curriculum . . .



Kansas Approach

- Staff skills training
- Incorporate EBP and CCP into all areas of operation
  - Programs
  - Case management
  - Staff and volunteer interactions
- Fidelity and evaluation

Operational Issues

- Risk/needs assessments at all levels
- Programs targeted to areas of need
- Cognitive skills based curricula with robust training, coaching, and fidelity

NIC Offender Employment Retention Program

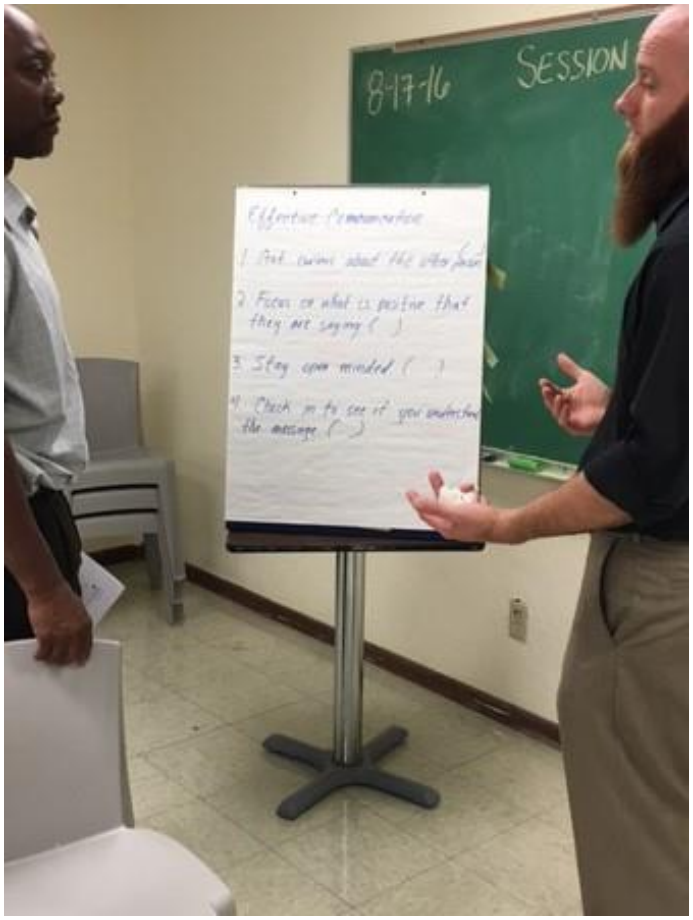
Fidelity Observation and Feedback

Sample section of the Fidelity Observation and Feedback form developed and used in Kansas:

BEHAVIOR MANAGEMENT	Facilitator	Co-Facilitator		
1. Establishes group norms (verbal or written) and refers to the norms as needed				
1. Recognizes anti-social thinking and behavior				
1. Effectively addresses anti-social thinking and behavior				
1. Able to redirect/correct behavior without alienating participants				
1. Provides appropriate reinforcement of pro-social thinking and behavior				
1. Verbal praise/reinforcement is used at a high frequency				
1. Verbal praise is specific to the targeted behavior (i.e. facilitator explains the specific behavior being reinforced)				
1. Facilitator generally has good group management techniques				
Overall Behavior Management Rating	Total Points		Avg. rating=_____	Avg. rating=_____

Robust Curricula

- Dosage principle
- Structured learning
- Fidelity



Developing Evidence-Based Curricula

- Identify attributes associated with recidivism tied to the assessed areas of risk and need
- Respond to how offenders learn
  - Action oriented
  - Lots of skill practice
  - Build success plans to put the skills into practice

Poll Question

How important is program fidelity in implementing evidence-based practices?

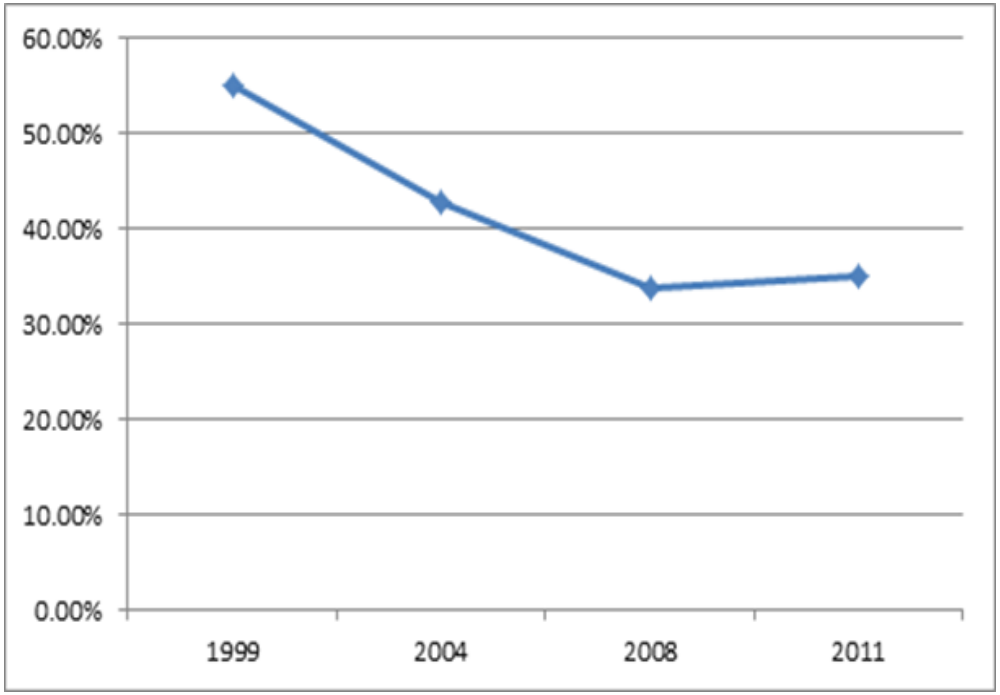
A. Extremely Important
B. Very Important
C. Somewhat Important
D. Not so Important

Importance of Fidelity

- Facilitators Trained
  - Teach-backs
  - Delivery comfortable and proficient
- Coaching following training with observation and feedback

Shift in Philosophy

- Unstructured programs
- Need to reach high risk offenders
- Shrinking budgets
- CBT programs reduced recidivism in Kansas from over 55% to 36% in ten years.
  - Recidivism is defined as any readmission to prison after release.

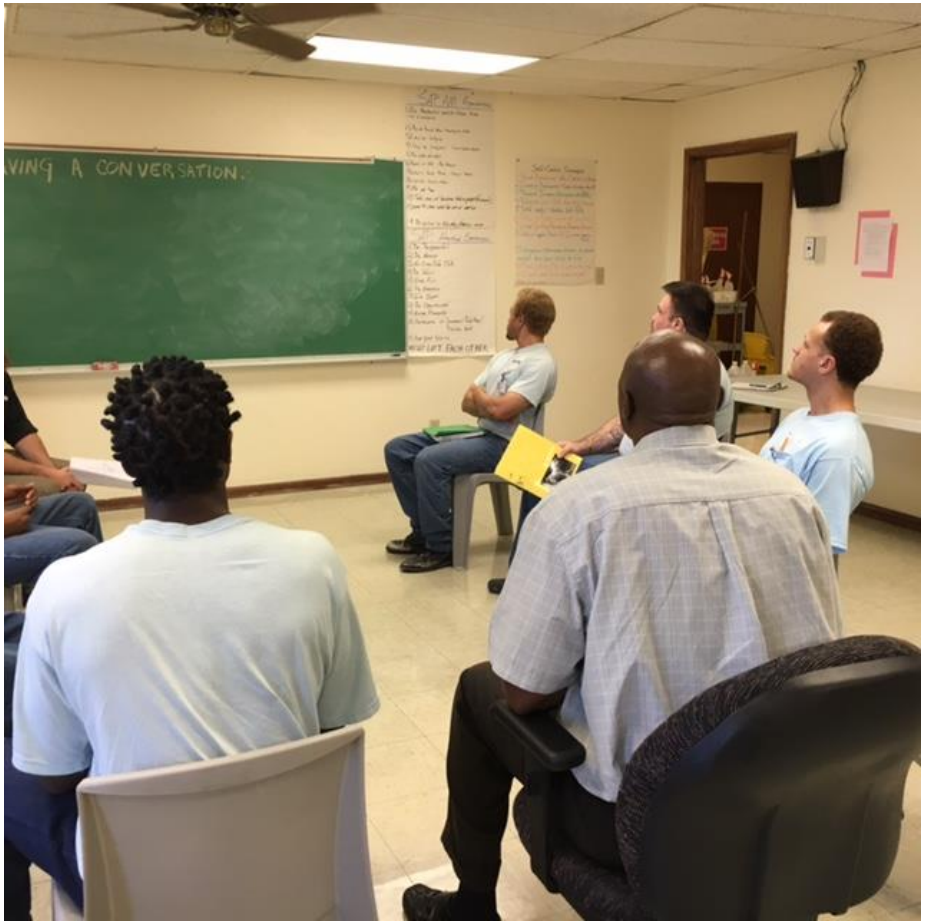


Case Study: Substance Abuse

- 2/3rds of parole revocations involved substance misuse.
- High/moderate risk offenders were treatment resistant.
- Of offenders revoked in 2011 for substance misuse:
  - *All* had *multiple* prior treatment episodes.
  - Only 3 % completed CBT program.

REASON(S) FOR REVOCATION	
Report and Travel	23%
Laws	17%
Weapons	3%
Personal Conduct	8%
Narcotics/Alcohol	26%
Treatment Program	4%
Victim	0%
Special Condition	17%

SAP Curriculum Rationale



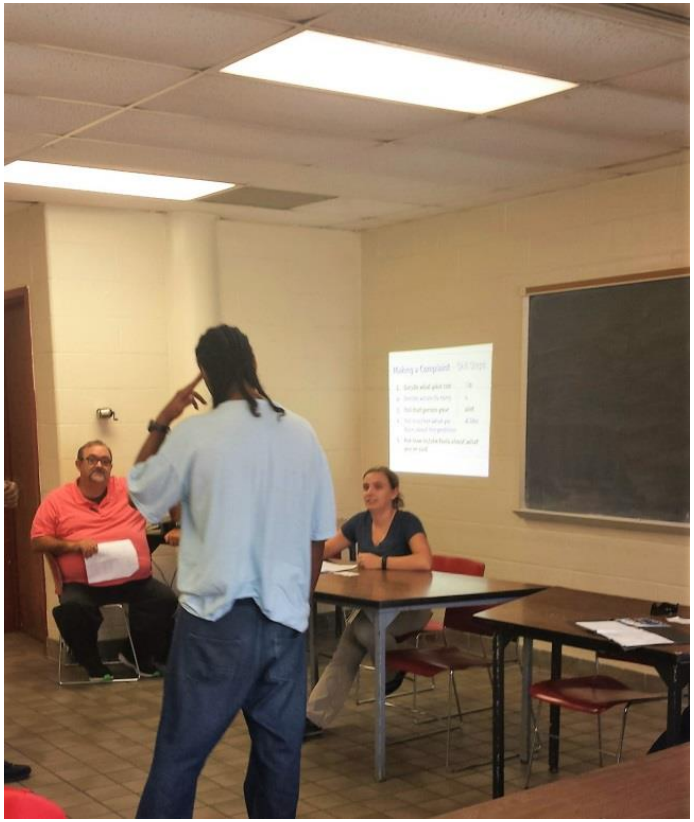
- Substance Abuse & Offending.
- Target anti-social thinking: A sober criminal is still a criminal.

SAP Curriculum Rationale (cont'd)

- What works?
  - Motivational enhancement
  - Cognitive behavioral
  - Social learning – coping skills
  - Cue extinction
  - Relapse prevention
  - Contingency management
  - Medicated assisted treatment

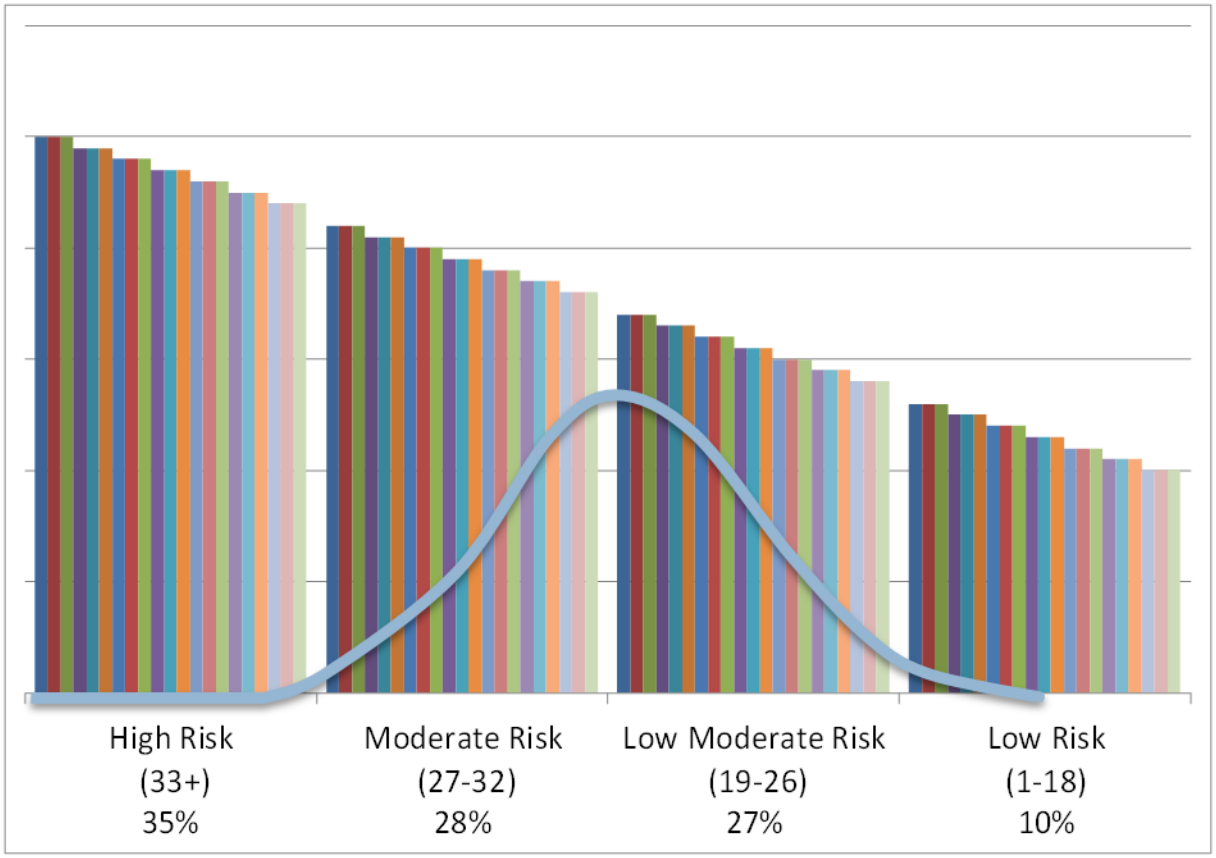
SAP Curriculum

- Research-based
  - Designed to change cognitions that influence maladaptive behavior
- Action oriented
- Present focused
- Modular
- Structured



SAP Curriculum (cont'd)

Designed for individuals ***moderate to high risk/need*** with substance abuse, well suited for criminal justice populations.



Poll Question

What portion of staff time should be devoted to program fidelity?

A. 70%
B. 50%
C. 25%
D. 10%

Operational Issues

- Identify necessary skills, and hiring for those skills
- Training/Coaching
- Help contract facilitators shift focus from talk therapy to skills building

Report, Evaluation of SAP, Jan. 2016:
The SAP model fidelity checklists should be used in an on-going basis. Information from these checklists should be used to compare recidivism rates across groups once the sample sizes increase.

Skills Needed for Program Providers

- Ability to be Empathetic/Non-judgmental
- Is firm and assertive
- Applies cognitive behavioral intervention techniques
- Has a belief in the curriculum
- Investment in the offenders' success
- Sense of humor
- Familiarity with Motivational Interviewing (MI) techniques

More Skills

- Has effective group facilitation skills
- Ability to be a prosocial model
- Uses Structured Learning Theory
- Uses accommodating, non-verbal cues
- Ability to validate participants
- Ego suspension
- Quid Pro Quo Transparency
- Has advanced Communication skills

What Helped?

- Training focused strong on proficiency
- Remediation plans for those struggling
- Fidelity coaches on the scene with encouragement and modeling
- Quarterly strategic planning and booster meetings
- Offenders began to show a change in behavior that encouraged everyone
- Evaluation results

SAP Evaluation (1/2016)

- Male offenders only
- All risk levels, treatment performed 7.6% better
- High risk offenders, treatment group had 15.8% less recidivism than comparison group

Ongoing SAP Plans

- Probation Revocations
- Females using Helping Women Recover
- Care Coordination in the Community
- Advanced Practice group in facilities and on parole
- Increase in program capacity to address SA needs on parole

Other Risk/Need Areas

- Sex offenders
  - CBT-based Sex Offender Program
  - Strategies similar to SAP
- Offenders with mental illness
  - Thinking for a Change
  - In partnership with mental health provider
- Employment
  - Offender Workplace Development job readiness
  - Cognitive skill building components

Questions

Visit the Conference Site