Colorado Commission on Criminal & Juvenile Justice

Information Update
in preparation for
June CCJJ VOTE

Kim English
April 13, 2012

EPIC: Commission initiative based on 2008 and 2009 recommendations:

2008

- ❑**GP-16**—**Invest in evidence based programs**
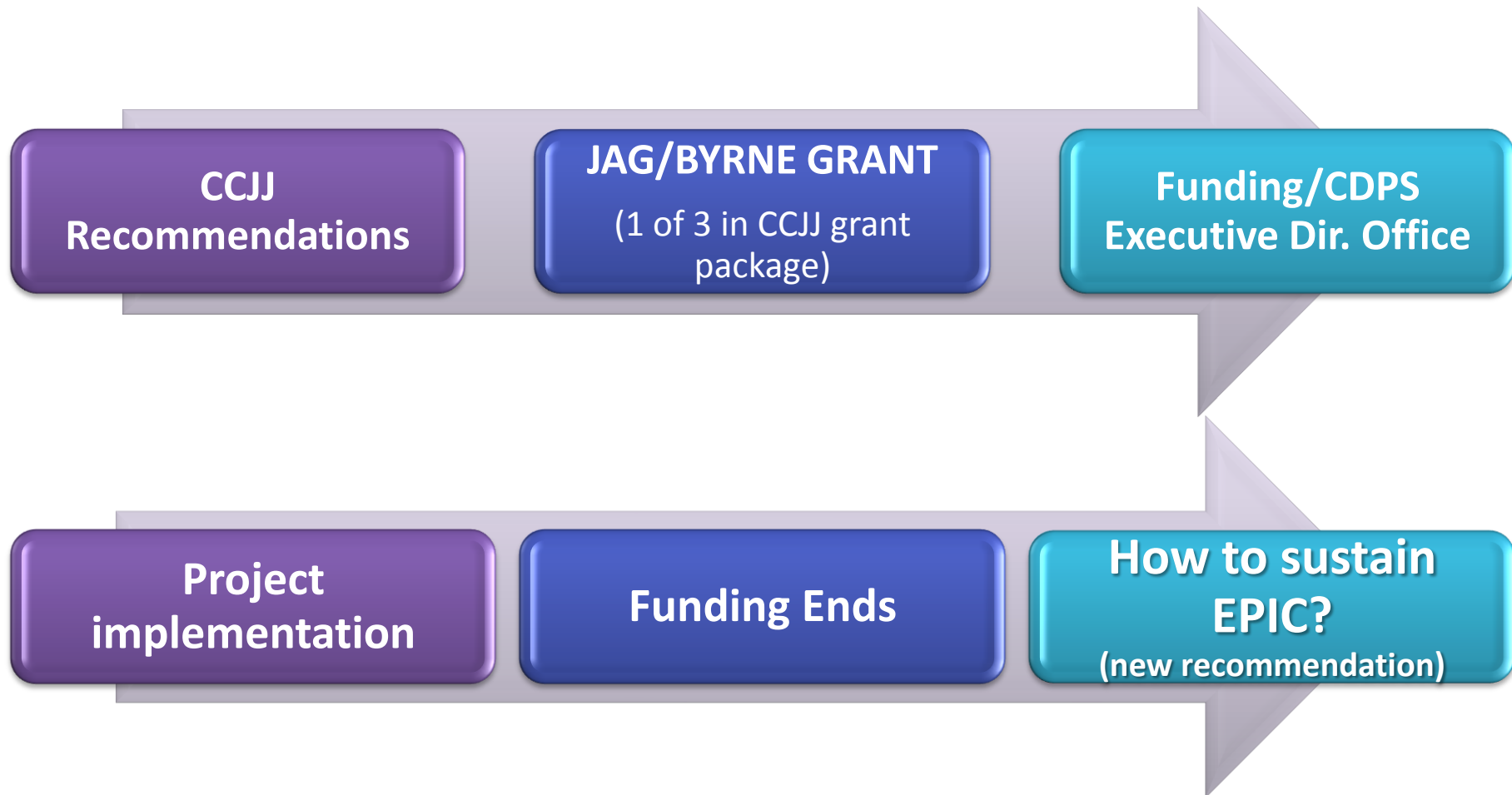- ❑**BP-34**---**Expand judicial and probation officer training to promote a culture of successful supervision**

2009

- ❑**--Identified training as one of six "Overarching Issues:"**
  - ❑**--"Training on Evidence-based practices for cj professionals"**
- ❑**--JAG Grant in 2009 to train 24 train-the-trainers and 1,000 professionals ($2.1M)**

EPIC
Evidenced-Based Practices Implementation for Capacity

CCJJ Recommendations

JAG/BYRNE GRANT (1 of 3 in CCJJ grant package)

Funding/CDPS Executive Dir. Office

Project implementation

Funding Ends

How to sustain EPIC? (new recommendation)

EPIC: Commission initiative based on 2008 and 2009 recommendations

-- **Currently 2.5 Years into the grant timeline**

-- **Prisons, Parole, DBH, ComCor, Probation collaborating**

-- **Staff of 7 full time employees/CDPS**

-- <u>**TO DATE:**</u>

- **Nearly 1,900 trained in Mental Health First Aid (800 in DOC alone)**
- **Nearly 300 trained and coached in Motivational Interviewing**
  - **34 have been trained to be coaches**
  - **33 have been trained to be trainers**
- **Nearly 40 judges have received "Intro to MI" training**

EPIC: Commission initiative based on 2008 and 2009 recommendations

EPIC's Initial Training Sites

Adams County Probation
Adams County Parole
Time to Change (Adams County Community Corrections)
Phoenix Center Adams County (Community Corrections)
Arapahoe House (Adams County Behavioral Health)
Community Reach (Adams County Behavioral Health)
El Paso County Probation
El Paso County Parole
ComCor Inc (El Paso County Community Corrections)
CAE (El Paso County Community Corrections)
Bridge to Awareness (El Paso County Behavioral Health)
Larimer County Probation
Larimer County Parole
Larimer County Community Corrections (Community Corrections)
Larimer County Alternative Sentencing Division (Community Corrections)
Buena Vista Correctional Facility
La Vista Correctional Facility

Pueblo, Weld, Denver, JeffCo, Arapahoe, Alamosa, Eagle, Grand Junction, Steamboat, Canyon, CSP, Arrowhead, Limon, YOS, Denver Women's/DRDC, Walsenberg, Cortez, Durango, Trinidad……

EPIC: Commission initiative based on 2008 and 2009 recommendations

EPIC is driven by EBPs

1. Evidence-based Practices in Corrections
2. Motivational Interviewing
3. Implementation Science

EPIC: Commission initiative based on 2008 and 2009 recommendations

EPIC is driven by EBPs

1. Evidence-based Practices in Corrections

1. **Assess** each offender using validated instruments to determine risk, needs, and responsivity.
2. **Enhance** intrinsic offender motivation.
3. **Target** interventions based on offender needs, risk, responsivity
4. **Train** staff in specific skills (MI, MHFA)
5. Increase positive **reinforcement**
6. **Engage** ongoing support in natural communities
7. **Measure** staff performance
8. **Measure** program effectiveness

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EPIC is driven by EBPs

2. Motivational Interviewing® is a recognized EBP

The goal of MI training is for trainees to become "MI Adherent" in the following skills:

- **affirmation**
- **expressing support**
- emphasizing the client's **ability to choose**
- **asking permission** before giving information

…..have been shown to assist client exploration of motivation to change

…..**And to avoid these "MI Non-Adherent" behaviors:**

- confronting
- advising
- lecturing
- blaming
- shaming
- directing and
- threatening the need for change

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EPIC — Evidenced-Based Practices Implementation for Capacity

EPIC: Commission initiative based on 2008 and 2009 recommendations

EPIC is driven by EBPs

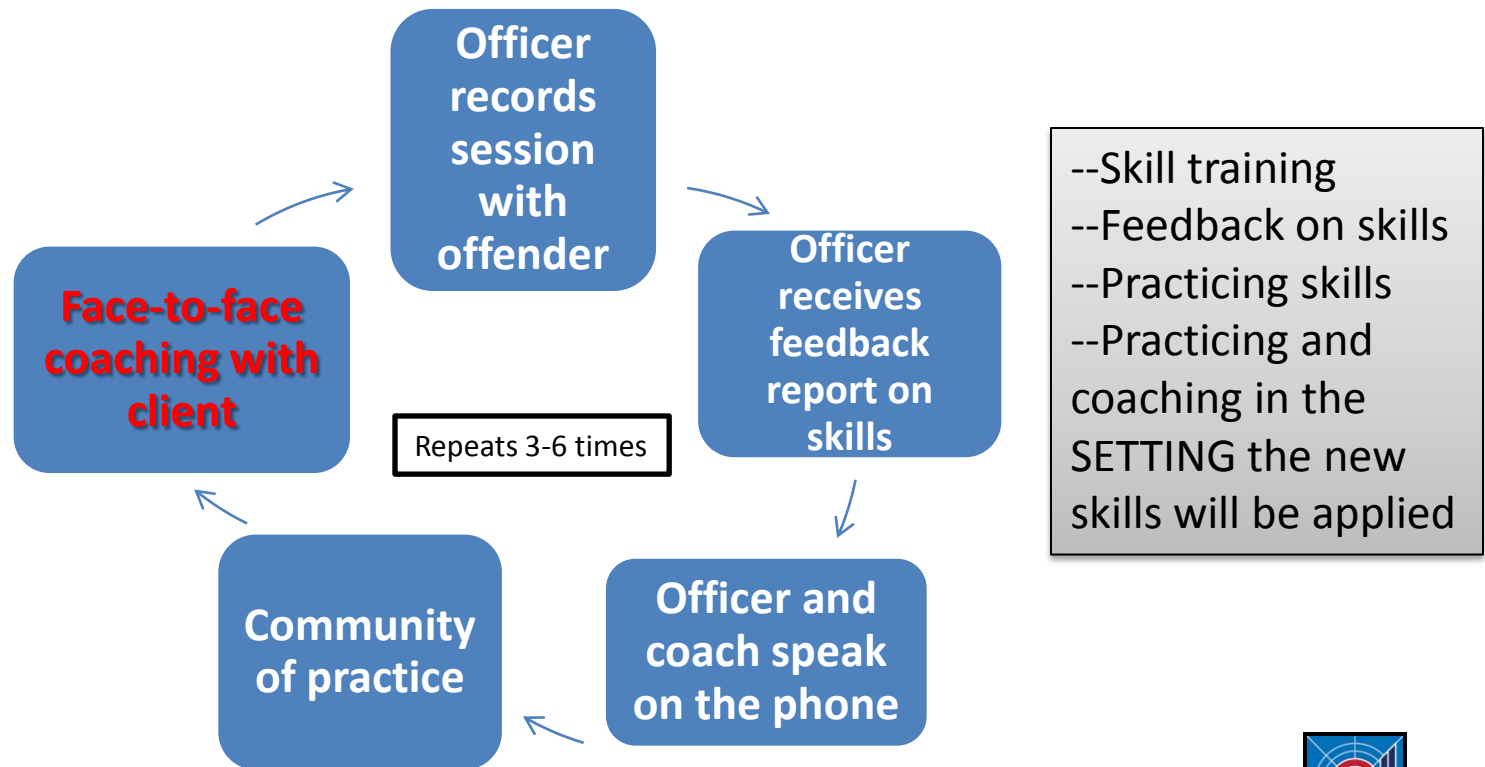### *3. Implementation Science*

1. Program implementation <u>team</u> (EPIC Advisory Group)
2. <u>Coaching</u> and mentoring (MI*)
3. <u>Communities of Practice</u> (Trainees gather to practice together monthly)
4. Facilitative <u>leadership</u> (enthusiastically support, remove barriers to implementation, model the new vision)

EPIC is driven by EBPs

3. Implementation Science

Officer records session with offender

Officer receives feedback report on skills

Officer and coach speak on the phone

Community of practice

Face-to-face coaching with client

Repeats 3-6 times

--Skill training
--Feedback on skills
--Practicing skills
--Practicing and coaching in the SETTING the new skills will be applied

Process Rests on Facilitative Leadership

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3. Implementation Science

Summary of a meta-analysis of the effects of TRAINING AND COACHING on Teacher's implementation in the Classroom (Joyce and Showers, 2002)

Training components	OUTCOMES % OF PARTICIPANTS WHO DEMONSTRATE THESE)		
	KNOWLEDGE	SKILLS	USE IN CLASSROOM
Theory and discussion	10%	5%	0%
Demonstration in training	30%	20%	0%
Practice & feedback in training	60%	60%	5%
Coaching in the classroom	95%	95%	**95%**

Trainee Skill Balance (0 - 100%)
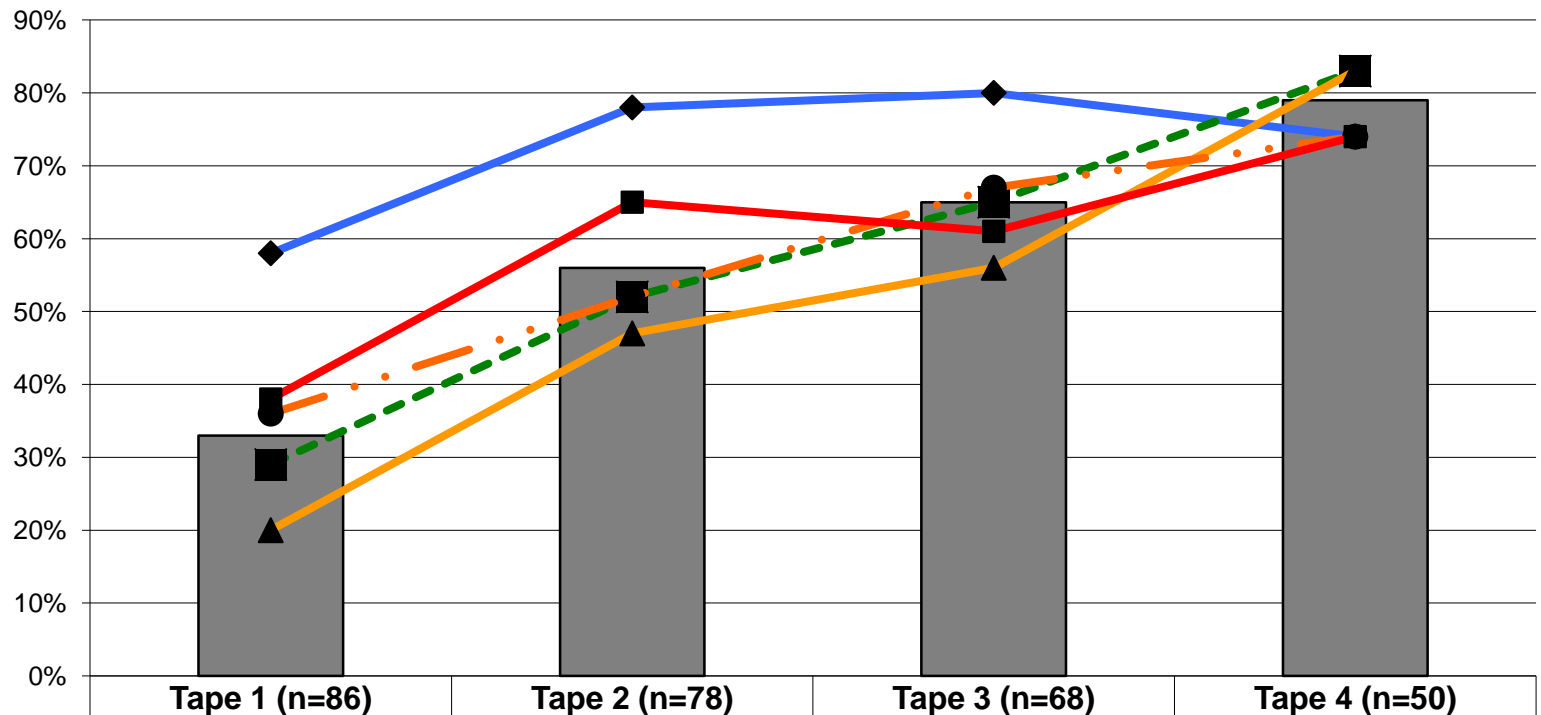
	Tape 1 (n=86)	Tape 2 (n=78)	Tape 3 (n=68)	Tape 4 (n=50)
All_Sectors	33%	56%	65%	79%
BehavHealth	58%	78%	80%	74%
Probation	29%	52%	65%	83%
Parole	20%	47%	56%	83%
CommCorr	36%	52%	67%	74%
Prison	38%	65%	61%	74%

Number of Change Talk Utterances Elicited from Client
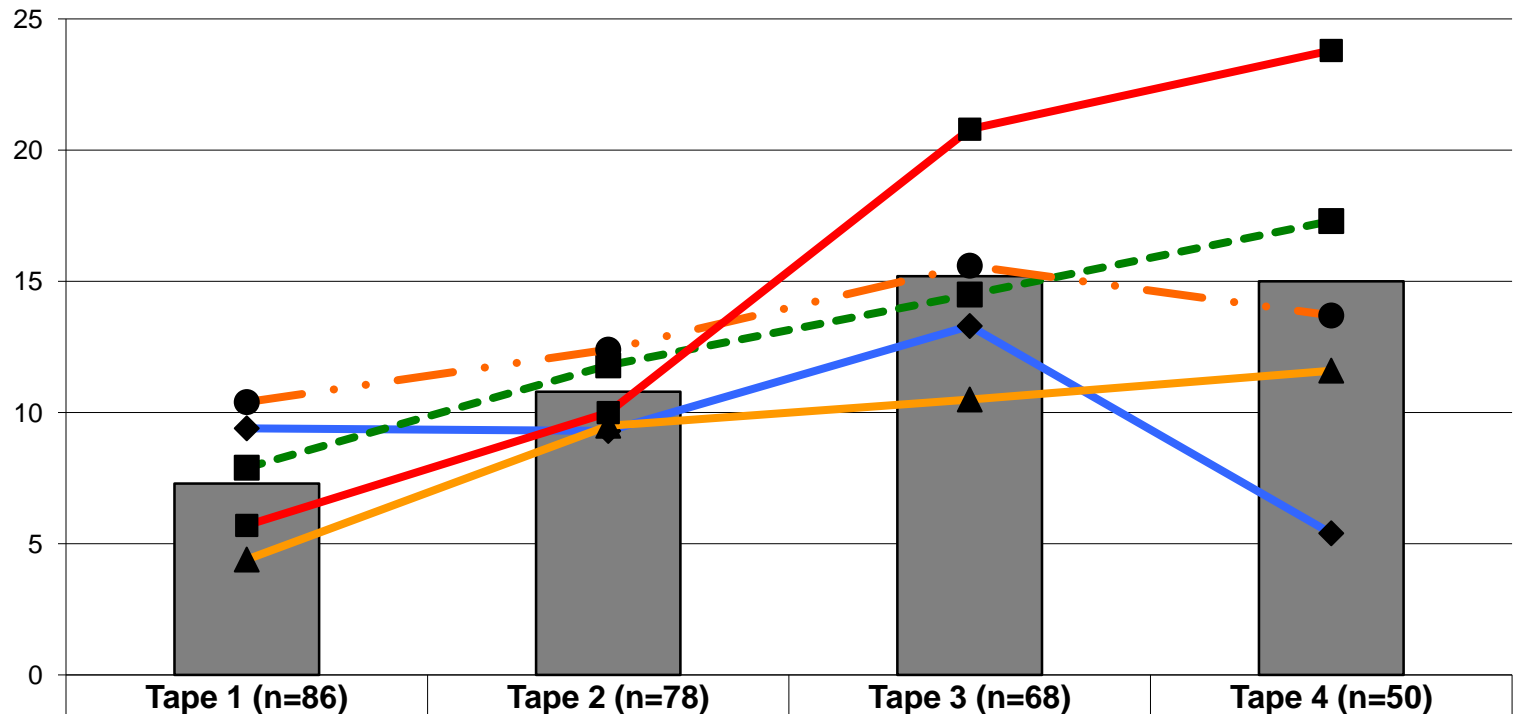
	Tape 1 (n=86)	Tape 2 (n=78)	Tape 3 (n=68)	Tape 4 (n=50)
All_Sectors	7.3	10.8	15.2	15
BehavHealth	9.4	9.3	13.3	5.4
Probation	7.9	11.8	14.5	17.3
Parole	4.4	9.5	10.5	11.6
CommCorr	10.4	12.4	15.6	13.7
Prison	5.7	10	20.8	23.8

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EPIC is driven by EBPs

DCJ, in collaboration with DOC and Probation, is conducting the outcome study to determine if <u>revocation rates</u> and <u>rearrest rates</u> decrease over time on the caseloads of those who have been trained in MI

Preliminary results expected early next calendar year

Proposed recommendation to sustain EPIC

EPIC-1
The General Assembly should invest in EPIC as an evidence-based initiative that is consistent with the Commission's mandate to focus on "*evidence-based recidivism reduction initiatives and the cost-effective expenditure of limited criminal justice funds.*" Permanent funding ensures the expansion of EPIC statewide, and would expand training to local justice agencies.