



COLORADO

PBC PACE Workshop

Workshop 3, September 22



COLORADO

Department of Public Safety

Agenda

Today's Objectives:

- Discuss how the PACE fits into PBC
- Share Feedback & Ideas for PBC
- Prepare for Next Workshop (Metrics on Oct 8)

Description	Time Allotted
Agenda & Introductions <i>Please Enter your Name & Organization in our Chat</i>	5
Original PBC Plan: Program Quality	5
Activity: Programming, What matters to you?	15
PACE and it's alignment with PBC Plan Review of UI Recommendation	15
Activity: What Standards/Areas would you emphasize	20
Discussion: Composite vs Targeted Measures	25
Activity: Poll - Overall preference Discussion: Innovative Approaches to using PBC Measures	25
Next Steps	5

Our Shared Vision

What is our objective?

PBC is an innovative, transparent & fiscally responsible strategy ensuring local, safe & accountable providers deliver services & support to community corrections clients.

Why?

The criminal justice system and communities benefit from researched, rehabilitative sentencing options. Local boards and providers serve the diverse clientele with additional OCC support, training and technical assistance resulting in lower recidivism rates.

How will we get there?

This program offers the opportunity to listen and collaborate with community correction stakeholders, apply established research and provide clear, concise guidance to increase the quality and quantity of help & supportive programs to our communities.

Group Agreements



We recommend these ground rules to promote effective collaboration to reach agreement in a diverse group:

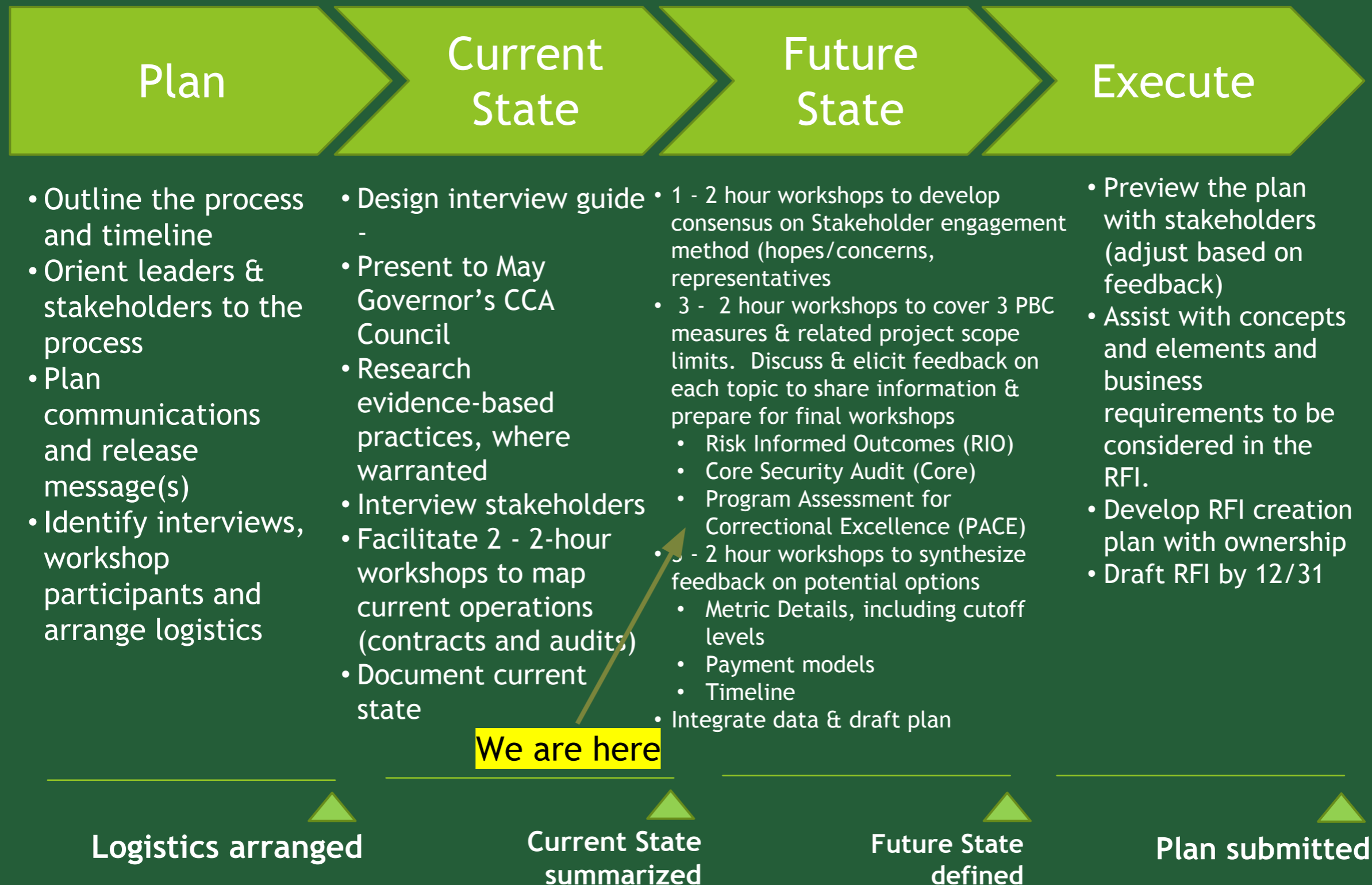
- One person speaks at a time
- Stay on mute unless engaging
- Say what you mean, ask questions to promote understanding
- Tough on problems, easy on people
- Use the past only to describe a better future

Group Agreements Cont.



- Come prepared - review materials in advance, gather & share input from your community, stakeholders, colleagues etc.
- Collaborate - listen, learn and contribute patiently (be a part of the answer, not the answer)
- Focus - stay focused on our scope related to PBC and not conflate other challenges we face in CC
- Public Policy Perspective - favor durable, data-supported evidence & logic, over individual stories, anecdotes, or emotional appeals.
- Constructive orientation - assume positive intent of other stakeholders

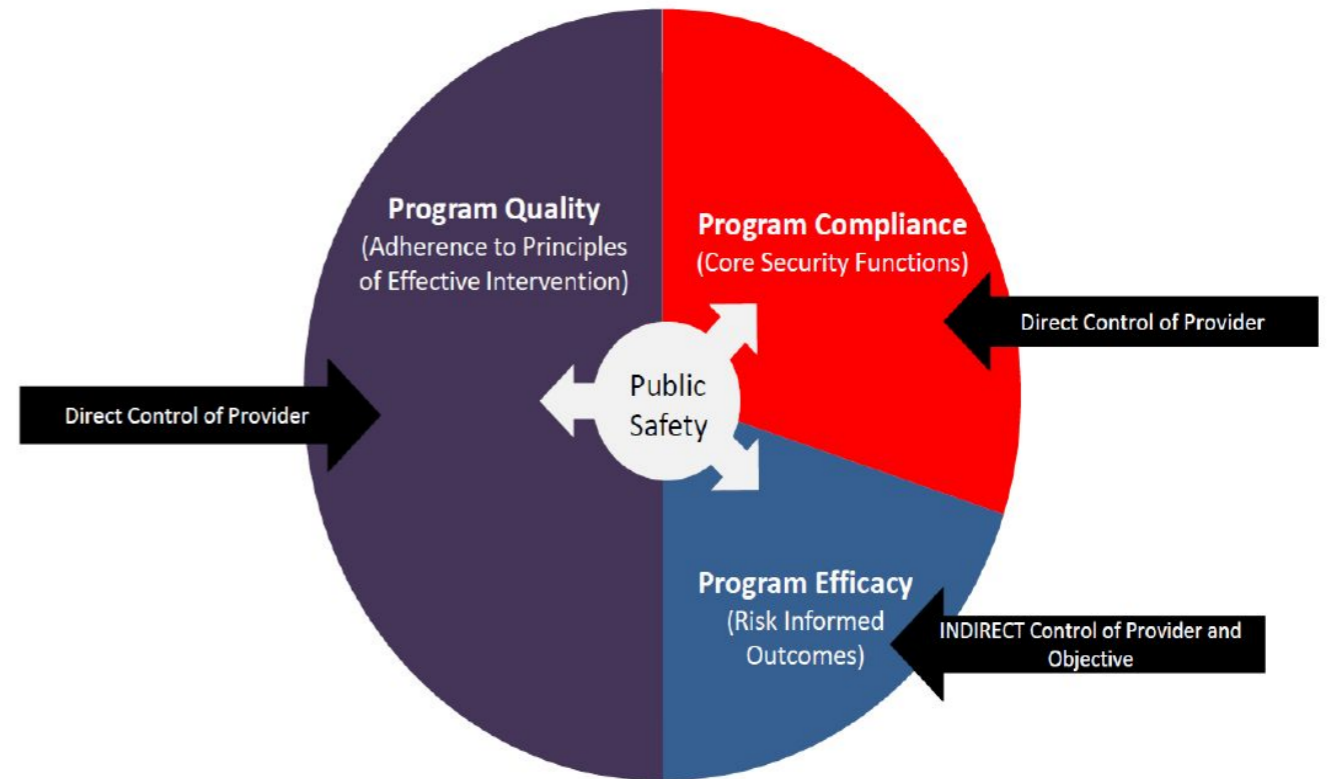
Project Roadmap



The 2015 PBC Plan

Public Safety is comprised of three interdependent domains:

- 1) Compliance with core security functions,
- 2) Adherence to the Principles of Effective Intervention (program quality), and
- 3) Program efficacy using risk-informed outcomes.



The 2015 PBC Plan

- The Principles of Effective Intervention are those that are most likely to impact outcomes including risk reduction, program success, and post-release recidivism.

From the plan:

The DCJ should develop an evaluation tool that is an evolution of the current Risk Factor Analysis. This tool should assess a program's adherence to evidence-based principles and practices and should adequately assess program quality and strengths to accept special client populations particularly for very high risk offenders. The *Program Assessment for Correctional Excellence (PACE)* tool should be rooted in best practice principles. The individual metrics themselves would not be scientific; but rather would be developed as a baseline for future study.

Activity:

What matters to you?

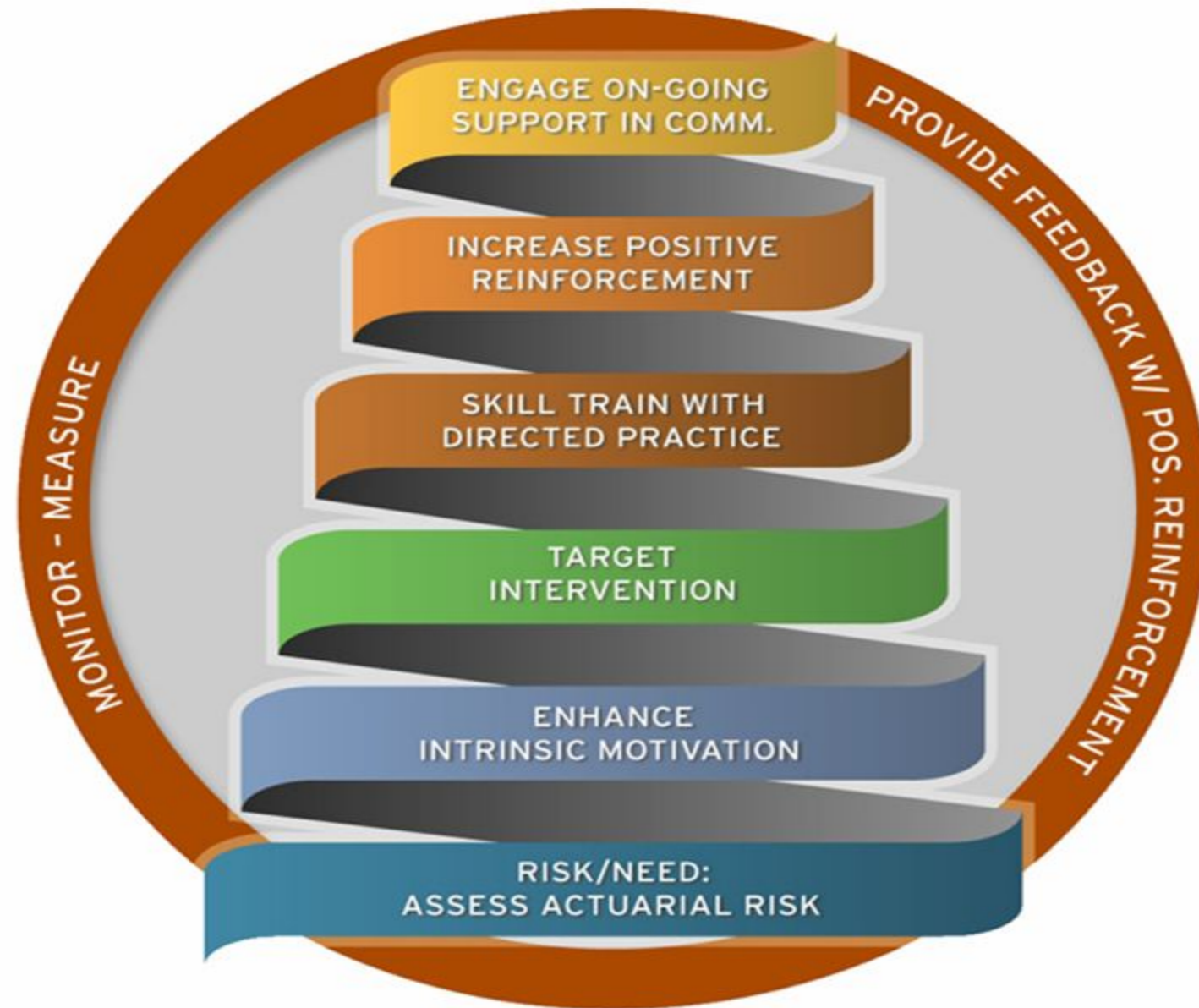
When thinking about quality programming, what do you think most impacts outcomes?

Let's go to our NoteApp Board to share and discuss:

[NoteApp - Simple, Collaborative Notetaking | https://noteapp.com](https://noteapp.com)

Current PACE Evaluation

Eight Guiding Principles For Risk/Recidivism Reduction



Current PACE Evaluation: Items

Effective Correctional Practices		
Risk/Need (Assess Actuarial Risk)		0-4
1-1)	SOA-R Assessments are demonstrated to meet fidelity/accuracy measures obtained through a semi-structured interview.	
1-2)	Using a current, accurate, aggregate profile of the client population, clients are provided normative feedback on their top criminogenic needs, strengths, and other relevant factors.	
		Subscale Score
Enhance Intrinsic Motivation		0-4
2-1)	Staff use an MI style to mutually identify target behaviors and goals with individual clients.	
2-2)	IMPACT staff are able to demonstrate Motivational Interviewing (MI) in ways that are conducive for clients to find and express their own motivation to change.	
2-3)	Program staff and client interactions are genuinely engaging, real and respectful.	
		Subscale Score
Target Intervention (Responsivity)		0-4
3-1)	Medium and high risk clients will have case plans that prioritize the central eight criminogenic risk factors in a manner that is consistent with each client's assessment in consideration of correlation to recidivism.	
3-2)	Case plan action steps related to targeted interventions are individualized and take into consideration identified client responsivity factors.	
3-3)	Interactions among Program staff and clients emphasize criminogenic needs over terms & conditions and rule compliance.	
3-4)	Client treatment needs identified in the SOA-R or other assessments are matched with appropriate treatment intensity, setting, and dosage referrals and services.	
3-5)	Program differentiates structured intervention hours according to risk level.	
		Subscale Score

Current PACE Evaluation: Items

Skill Train with Directed Practice		0-4
4-1)	IMPACT Staff regularly facilitate skill practice in IMPACT meetings with clients that address the clients' prioritized criminogenic needs.	
4-2)	Cognitive-Behavioral coaching (skill practice) is emphasized throughout in-house programming and interventions.	
4-3)	IMPACT staff clarify their respective roles with clients on a regular basis.	
Subscale Score		

Increase Positive Reinforcement		0-4
5-1)	Client progression through program level system is a function of client's demonstrated behavioral progress, stability factors, and is in compliance with case plan	
5-2)	Programs adheres to principles and practices that are consistent with contingency management.	
5-3)	Program staff regularly focus on and affirm client strengths.	
Subscale Score		

Respond to Violation Behavior with Effective Practices		0-4
6-1)	When violation behaviors occur, program records indicate response through the regular use of procedural justice.	
6-2)	Program records indicate regular use of individualized behavioral interventions and responses to client serious behavior trends and/or serious violations (e.g., criminogenic need related or responsivity).	
6-3)	Program uses Evidence-Informed Decision Making for program terminations.	
Subscale Score		

Engage Ongoing Support in Natural Communities		0-4
7-1)	IMPACT staff work on an ongoing basis to help clients identify and engage pro-social support systems.	
7-2)	Clients are required to make a prosocial contribution in more advanced levels of the program (e.g. levels 3 and 4) to their family or community through involvement in a community-based program.	
7-3)	Program supports ongoing exposure to prosocial support networks via hosting community based organization group activities (e.g., 12-step, church, martial arts) within the facility.	
Subscale Score		

Current PACE Evaluation: Methods

- Tape Recordings
 - Skill Train w/Directed Practice, Motivational Interviewing, Level of Supervision Inventory (LSI Interview), Case Planning, & Behavioral Intervention
- Case File Reviews
- Case Management Observations
- Case Management Interviews
- Line Staff Observations
- Client Surveys
- Pro-social Engagement

PACE Profile

Program ABC

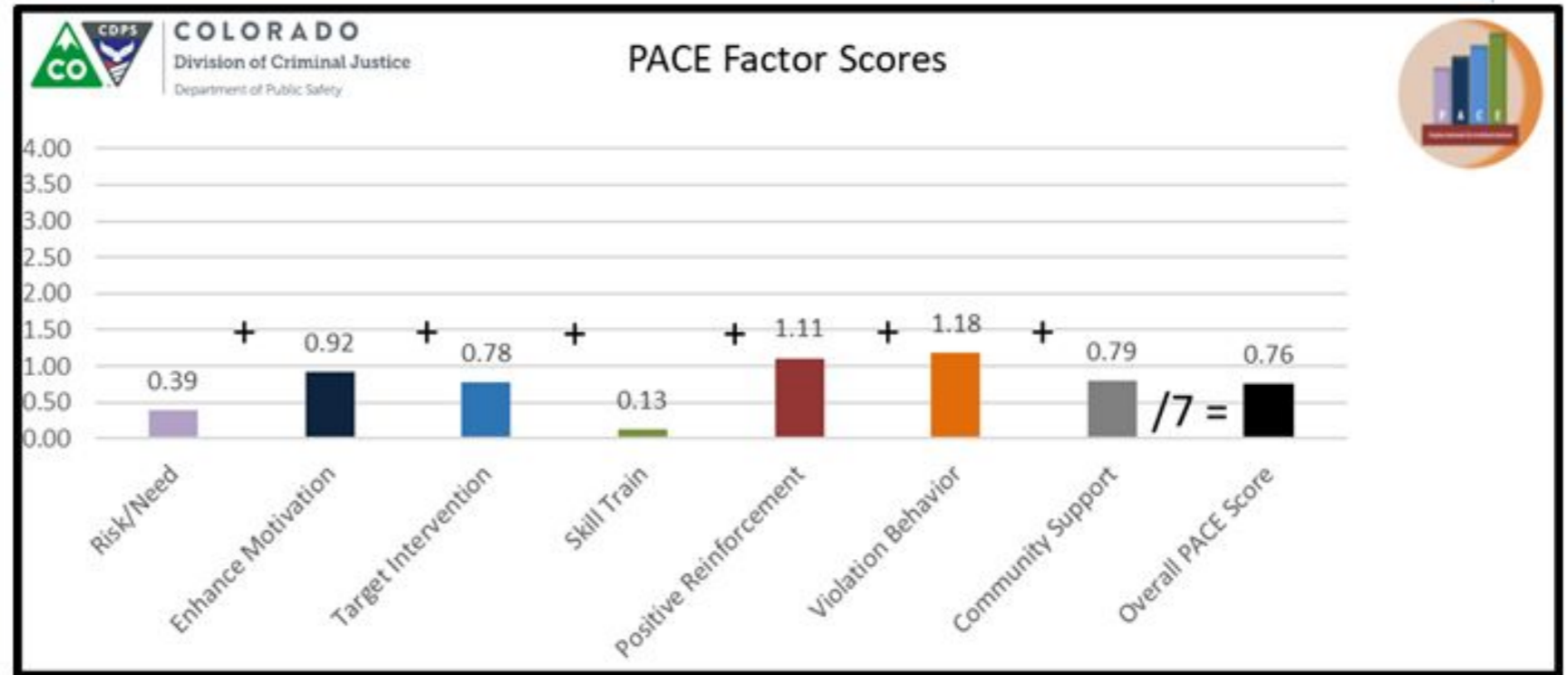
Program ABC

November 2059

PACE PROFILE

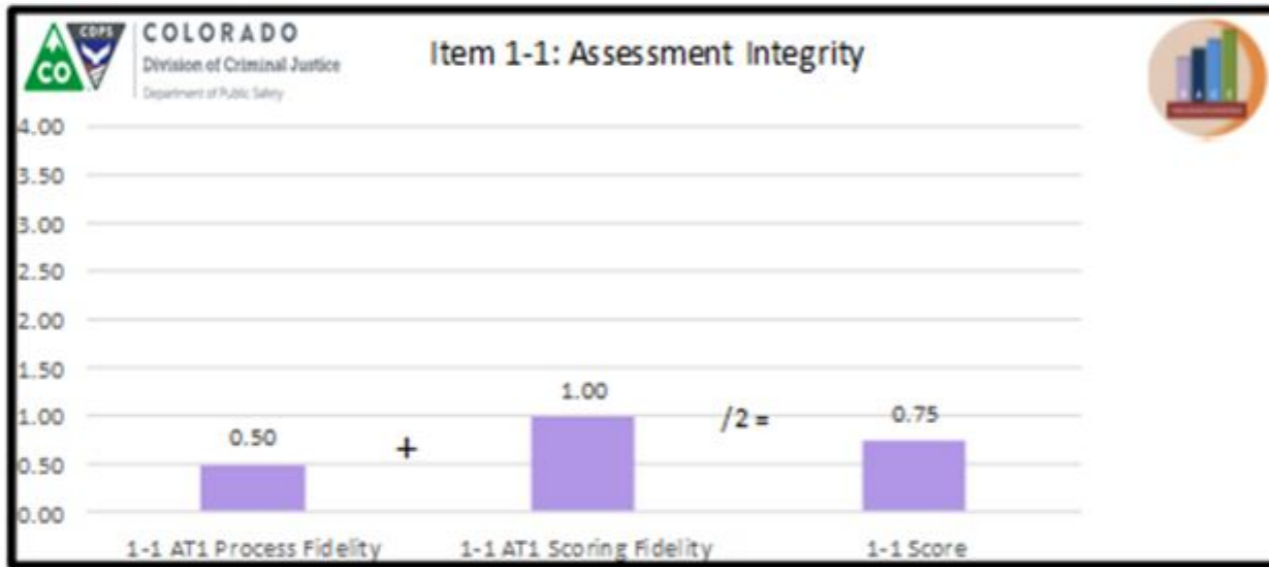
PACE FACTORS

PACE General Scoring Anchors	
4	Program demonstrates full mastery of current Evidence-Based Practice(s) (EBP)
3	Program excels at implementation of EBP(s) and demonstrates advanced competency
2	Program is implementing EBP(s) with an opportunity for improved competency
1	Program needs to further develop implementation of EBP(s)
0	Program needs to initiate implementation of EBP(s)



PACE Profile

1-1 SOA-R assessments are demonstrated to meet fidelity/accuracy measures obtained through a semi-structured interview



High scores in Assessment Integrity would be obtained by the following:

Process Fidelity

- Partnership: IMPACT staff actively fosters and encourages power sharing in the assessment interaction.
- Empathy: IMPACT staff shows evidence of deep understanding of client's point of view, often encourages client to elaborate beyond what is necessary to merely gather assessment information.
- Reflection to Question Ratio: Provides a concise measure of an MI skill. A greater emphasis on reflections over questions will gain increased scores in this area.

Scoring Fidelity

- Scoring Agreements: IMPACT staff accurately scores all items of the LSI to include if/then and rater box scoring rules.
- Sufficiently Probed Items: IMPACT staff thoroughly explores each item on the LSI using the scoring manual to gather all necessary information.

Individual Program Feedback Averages		
Process Fidelity	Partnership (0-4)	1.0
	Empathy (0-4)	0.50
	Reflection: Question (0-4)	0.00
Scoring Fidelity	Scoring Disagreements (0-54)	15
	Insufficiently Probed Items (0-54)	18
Final Score	Process Fidelity + Scoring Fidelity / 2	

Urban Institute - Recommendations

Recommendation to focus on specific measures within the PACE for a performance cycle

So, what does this mean?

- Select 2-3 standards or areas of the PACE to incentivize for the performance cycle

What does this mean for regulation?

- PBC does not replace the regulatory role of the DCJ. The OCC will still need to conduct audits.

Activity:

What Standards/Areas would you emphasize?

Whether picking specific standards for incentivizing or using a composite score, some standards could be “weighted”

Recap Pros and Cons from Core Workshop

Round Robin Discussion:

- What ideas/thoughts have you had about composite or targeted measures since the last meeting?

- Are you feeling the same way about the PACE?

Activity:

Poll and Discussion

Poll: What is your overall preference?

1. Composite Score
2. Specific Measures
3. Specific Measures Cumulate until Total Composite
4. Combination of Composite Scores and Emphasis of Specific Measures
5. Other



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Next Steps



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