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.
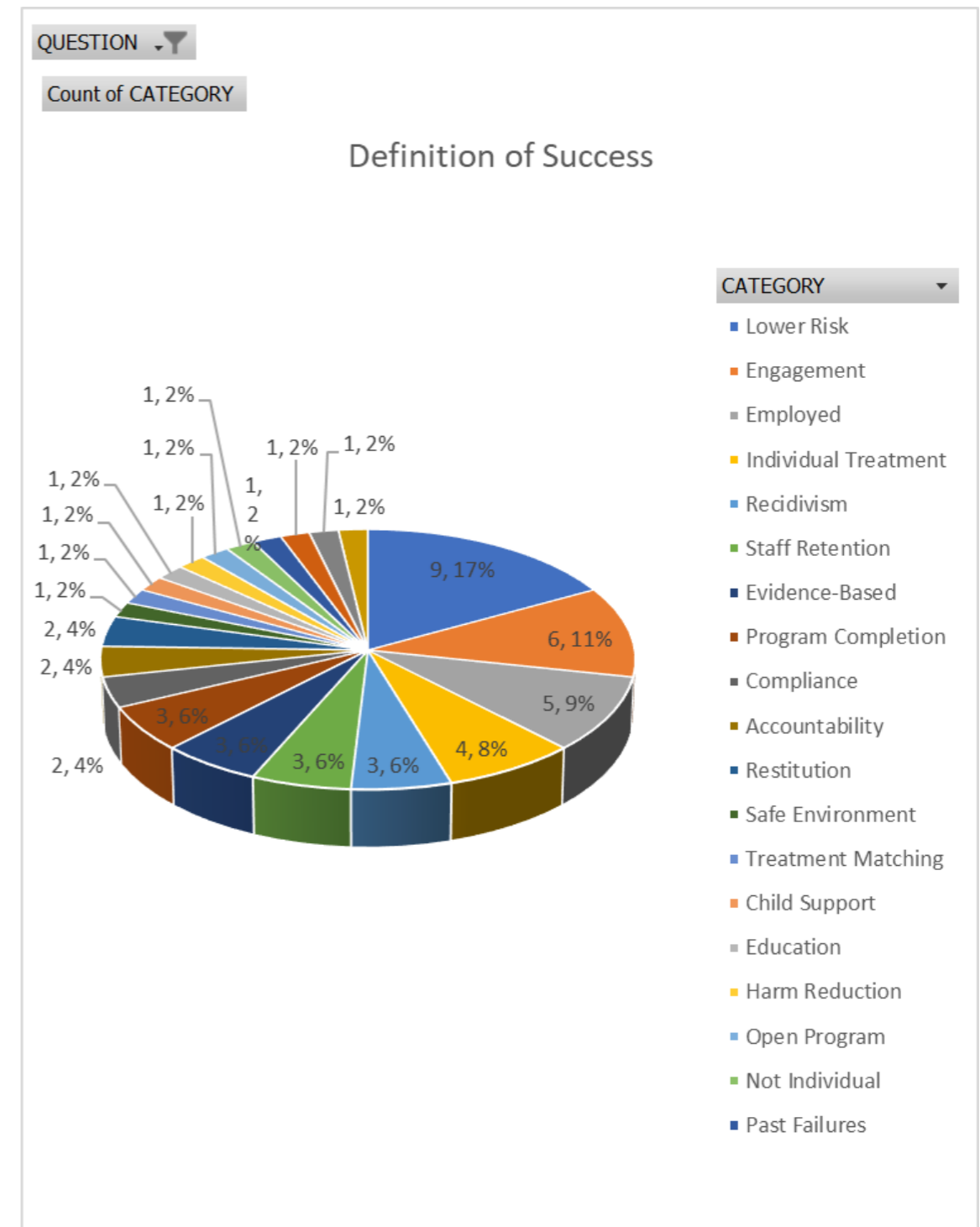
Why?

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.
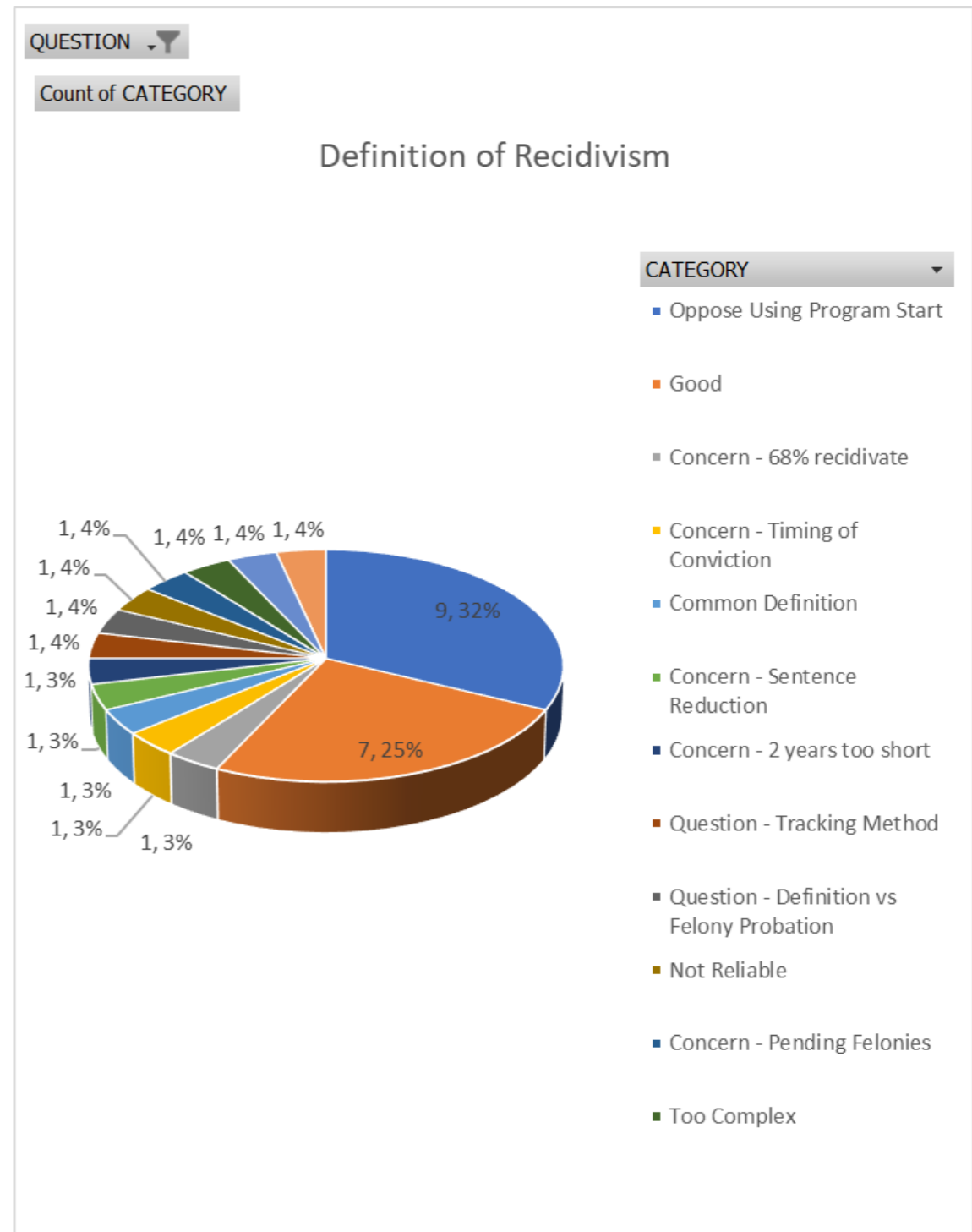
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RIO Key Themes – Success

- 17% agree **Lower Risk** is the best definition of success for Risk Informed Outcomes

- 11% believe **Community Engagement** is best

- 9% favor Employment

- The remaining stakeholders have other success definitions including **Individualized Treatment, No recidivism & Staff Retention,**

QUESTION

Count of CATEGORY

Definition of Success

1, 2%
1, 2%
1, 2%   1, 2%
1, 2%
1, 2%   1, 2%
1, 2%   1, 2%
1, 2%
1, 2%
2, 4%
2, 4%
9, 17%
6, 11%
2, 4%   5, 9%
3, 6%
3, 6%   3, 6%   4, 8%

CATEGORY

- Lower Risk
- Engagement
- Employed
- Individual Treatment
- Recidivism
- Staff Retention
- Evidence-Based
- Program Completion
- Compliance
- Accountability
- Restitution
- Safe Environment
- Treatment Matching
- Child Support
- Education
- Harm Reduction
- Open Program
- Not Individual
- Past Failures

If you had any data you needed available to you, how would you define success in community corrections? Answers can reference both individual and program outcomes.

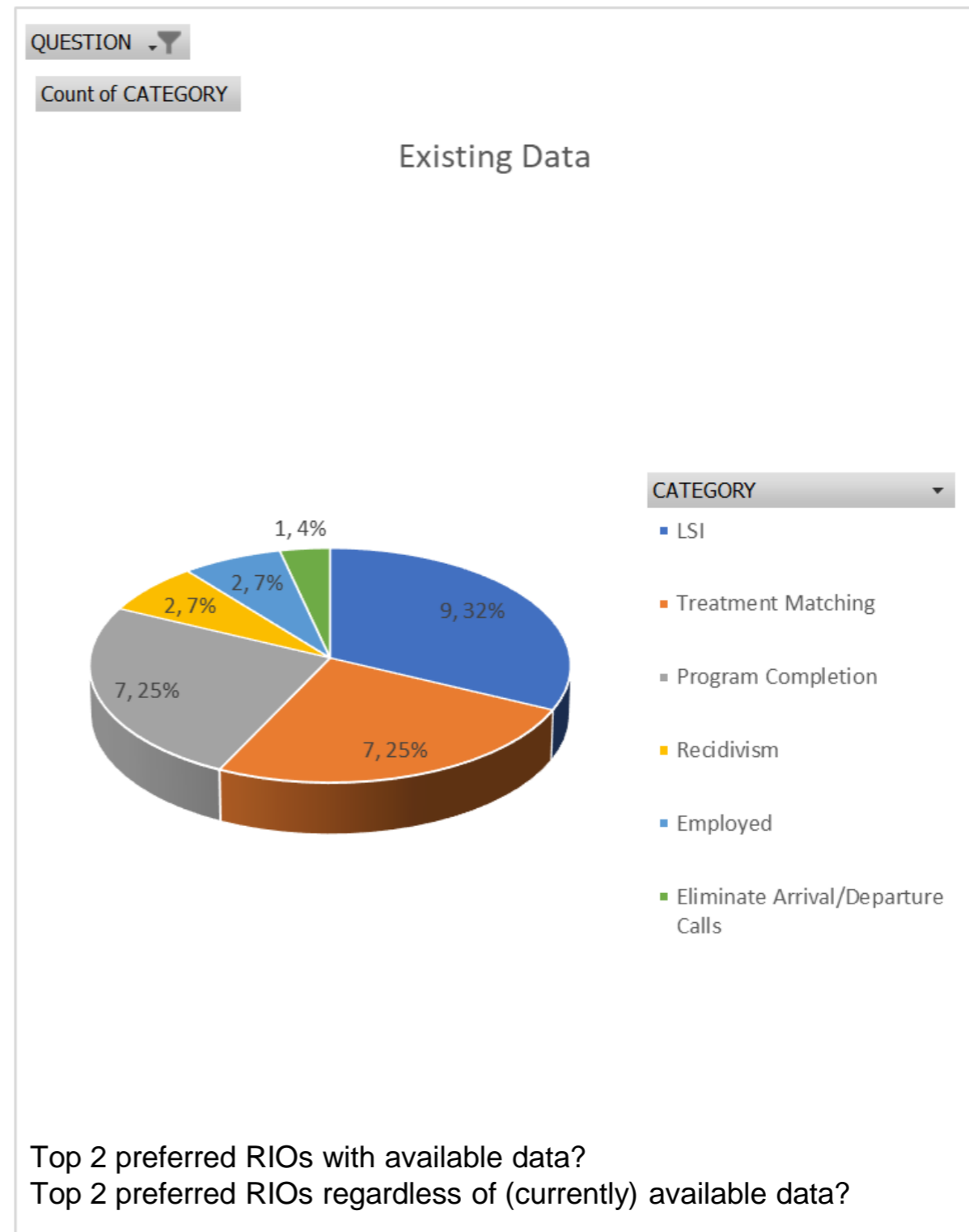COLORADO

RIO Key Themes – Recidivism

- 25% **agree** with the full UI recommendation

- 32% agree overall, but **oppose using the program start date** for a variety of reasons

- The remaining stakeholders have some other concerns with the definition, but most all believe a common definition is needed

QUESTION

Count of CATEGORY

Definition of Recidivism

CATEGORY

- Oppose Using Program Start
- Good
- Concern - 68% recidivate
- Concern - Timing of Conviction
- Common Definition
- Concern - Sentence Reduction
- Concern - 2 years too short
- Question - Tracking Method
- Question - Definition vs Felony Probation
- Not Reliable
- Concern - Pending Felonies
- Too Complex

1, 4% 1, 4% 1, 4% 1, 4%
1, 4%
1, 4%
1, 4%
1, 4%
1, 3%
1, 3%
1, 3%
1, 3%
1, 3%
9, 32%
7, 25%

The Urban Institute defined recidivism as a new felony conviction starting from day entry into the program. They reviewed the data at both 1 and 2 years from program start date.
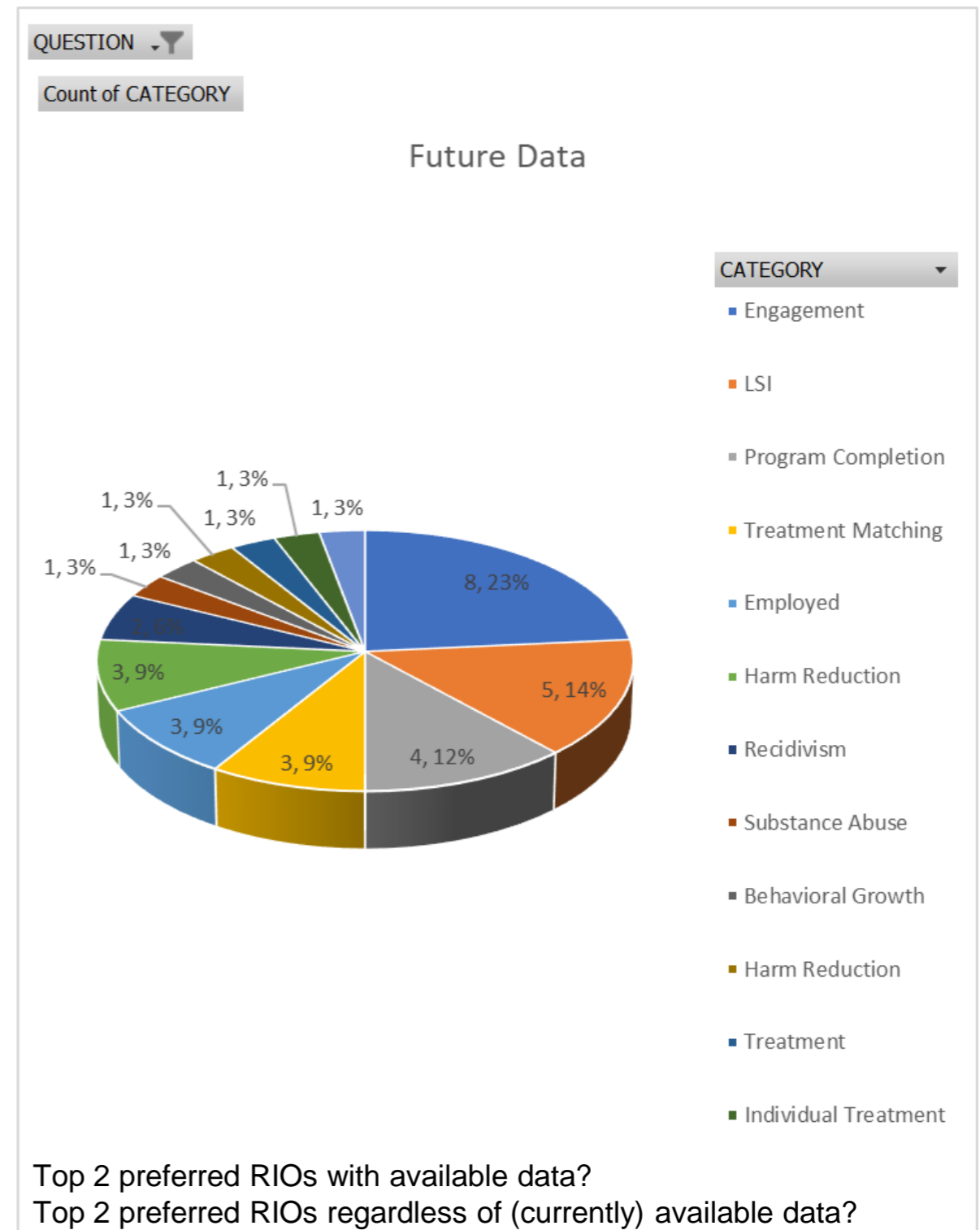
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RIO Key Themes – Outcomes with Available Data

- 32% agree **LSI** is the best definition of success with available data

- 25% believe **Treatment Matching** is best

- 25% favor **Program Completion**

- The remaining stakeholders favor using **Recidivism, Employment** and **Offsite Monitoring**

QUESTION

Count of CATEGORY

Existing Data

CATEGORY

- LSI
- Treatment Matching
- Program Completion
- Recidivism
- Employed
- Eliminate Arrival/Departure Calls

1, 4%
2, 7%
2, 7%
7, 25%
9, 32%
7, 25%

Top 2 preferred RIOs with available data?
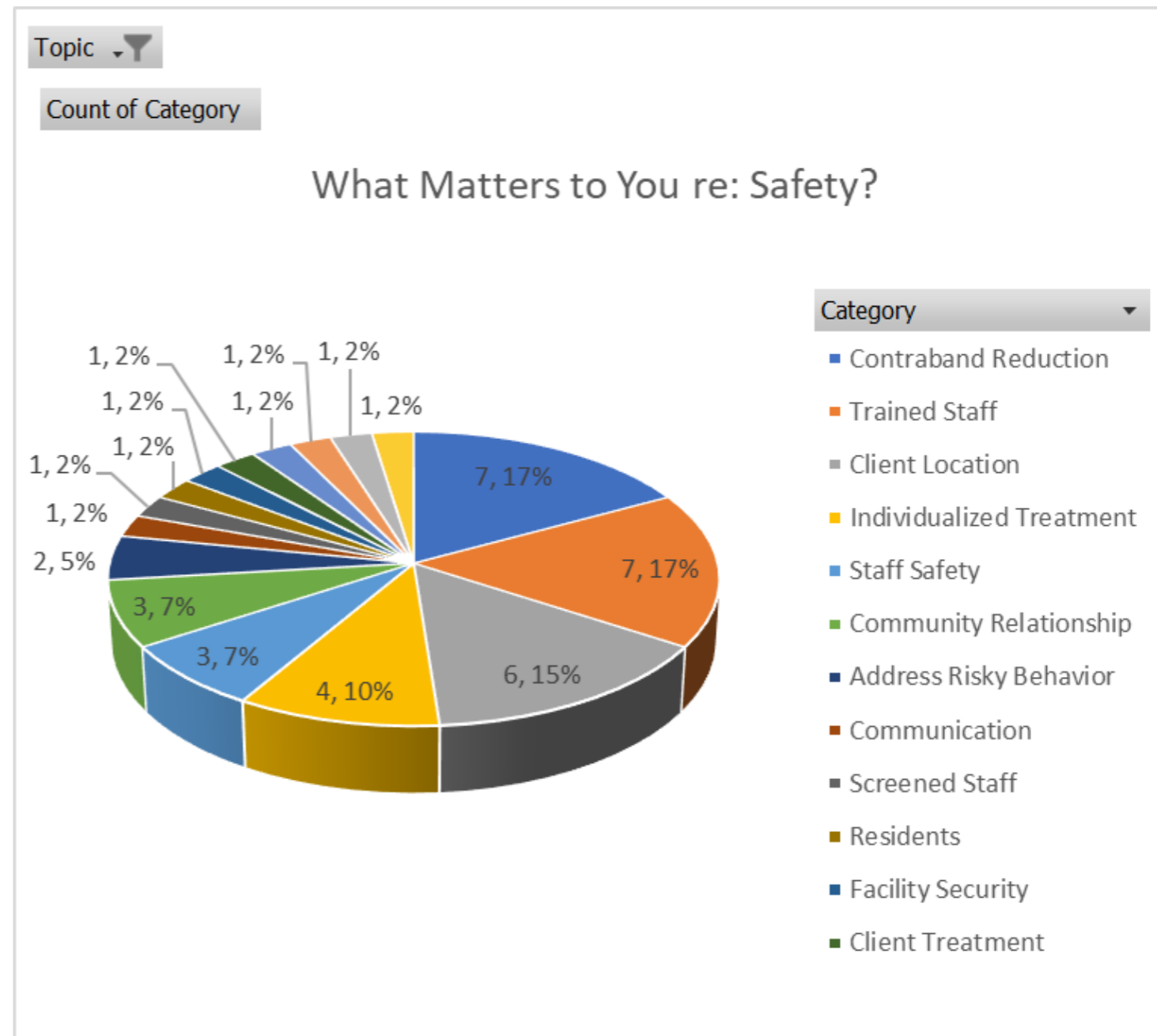Top 2 preferred RIOs regardless of (currently) available data?

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RIO Key Themes – Preferred Outcomes regardless of available data

- 23% agree **Engagement** is the best possible success metric in the future

- 14% believe it is still **LSI**

- 12% favor **Program Completion**

- The remaining stakeholders would prefer **Treatment Matching, Employment,** and **Harm Reduction** are the best long-term measures of success

QUESTION

Count of CATEGORY

Future Data

CATEGORY

- Engagement
- LSI
- Program Completion
- Treatment Matching
- Employed
- Harm Reduction
- Recidivism
- Substance Abuse
- Behavioral Growth
- Harm Reduction
- Treatment
- Individual Treatment

Pie chart values: 8, 23%; 5, 14%; 4, 12%; 3, 9%; 3, 9%; 3, 9%; 2, 6%; 1, 3%; 1, 3%; 1, 3%; 1, 3%; 1, 3%; 1, 3%; 1, 3%

Top 2 preferred RIOs with available data?
Top 2 preferred RIOs regardless of (currently) available data?

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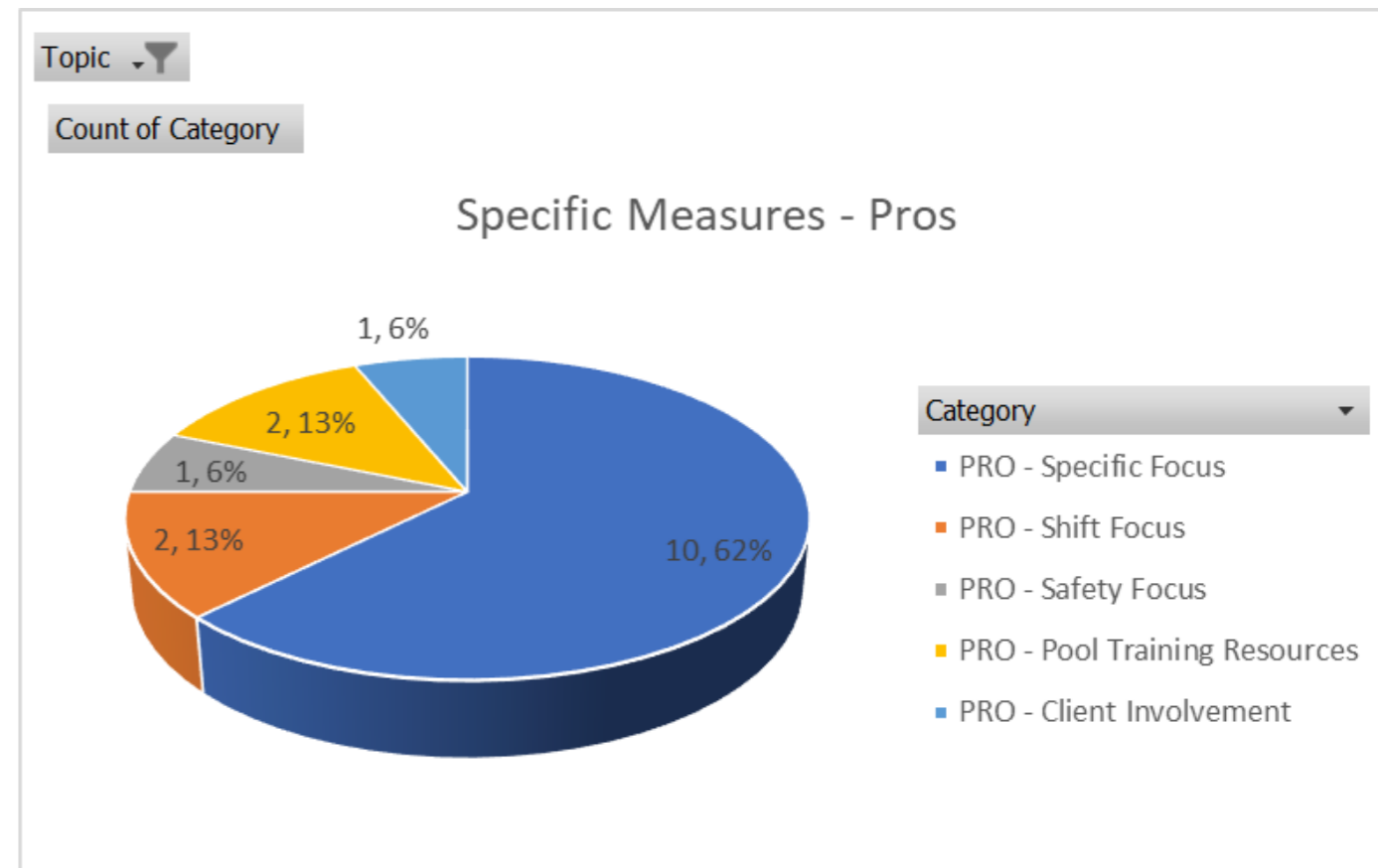# Core Key Themes – What Matters to You re: Safety

- 17% agree **Contraband Reduction & Trained Staff** are most important

- 15% believe knowing **Client Location** is the priority

- 10% favor **Individualized Treatment**

- The remaining stakeholders prioritize **Community Relationships, Addressing Risky Behavior, Communication and Screened Staff**

When considering both the safety of the surrounding community and safety internal to the program, what aspects of safety matter to you?

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Core Key Themes – Specific Measures Pros

- 62% of Pro responses indicate the ability to **Focus on Specific Measures** is most important

- 13% of Pro responses reflect the ability to **shift focus over time** is a benefit of using specific measures

- The remaining reference the ability to focus on **safety, pool resources and encourage client involvement**
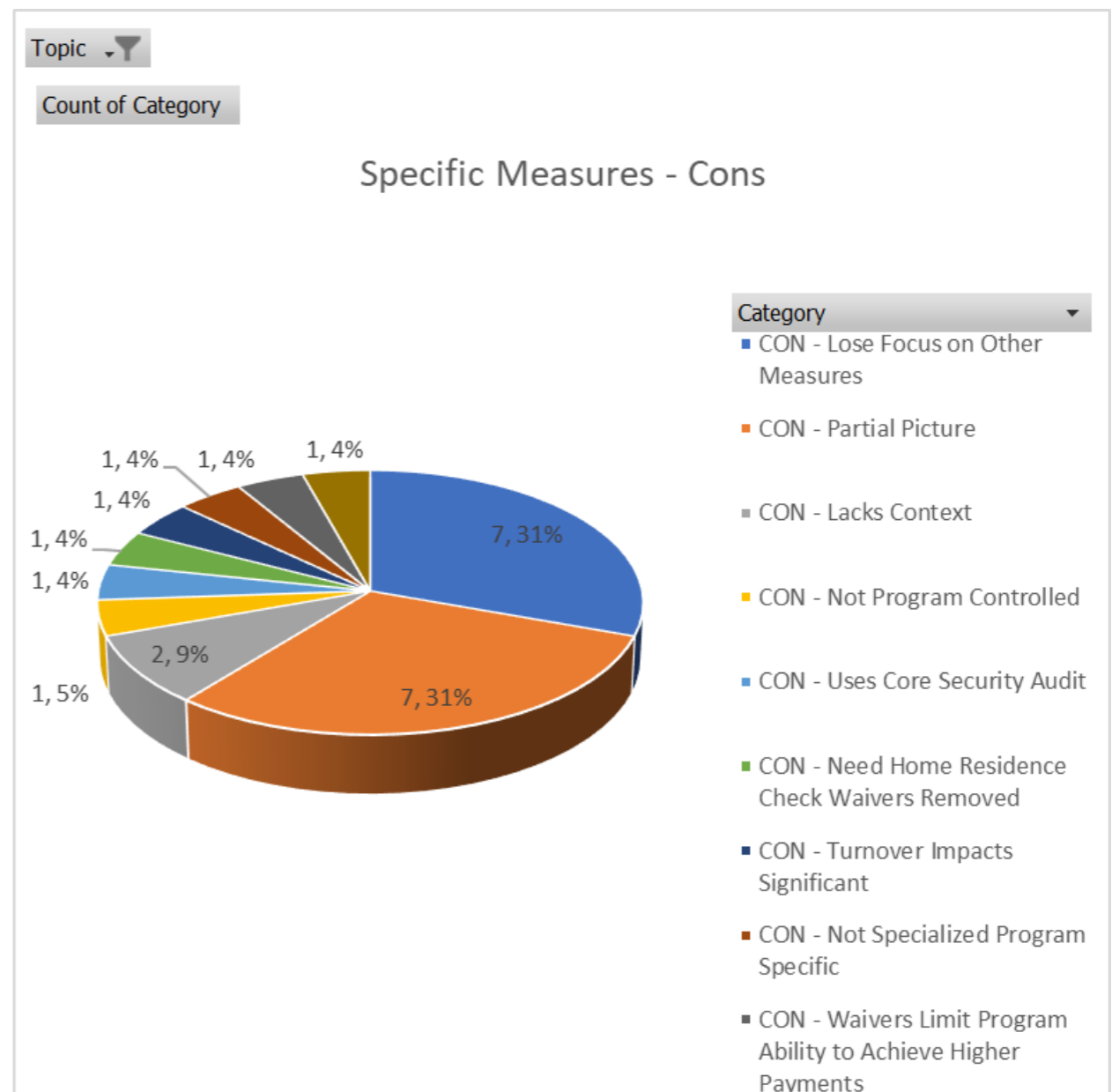

Example of target performance would be selecting 1-3 Core Security Standards to incentivize for the performance cycle.
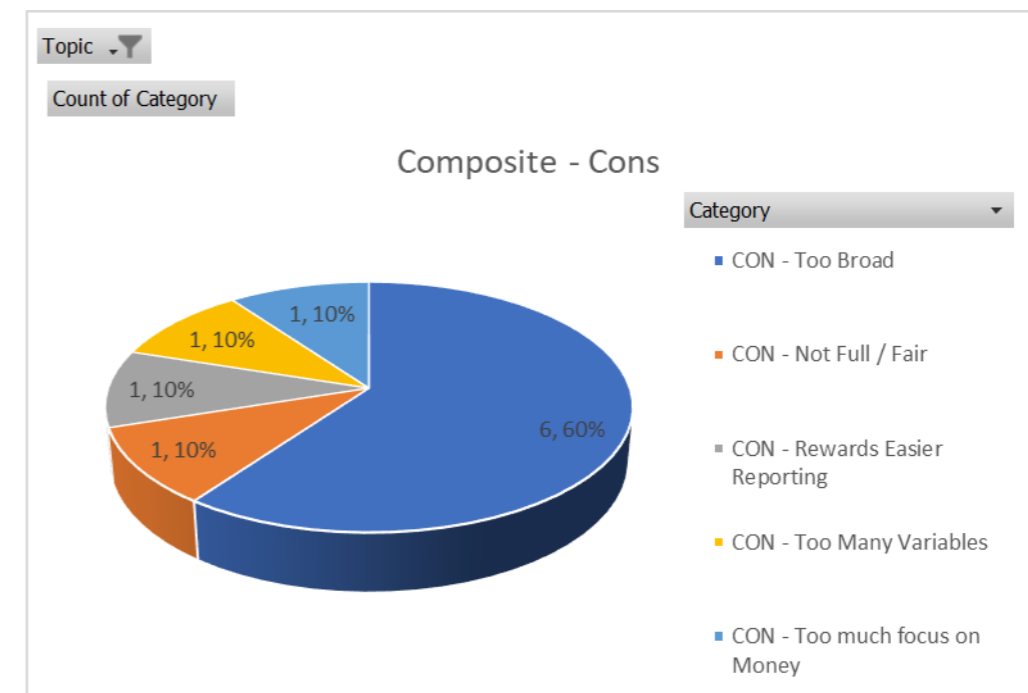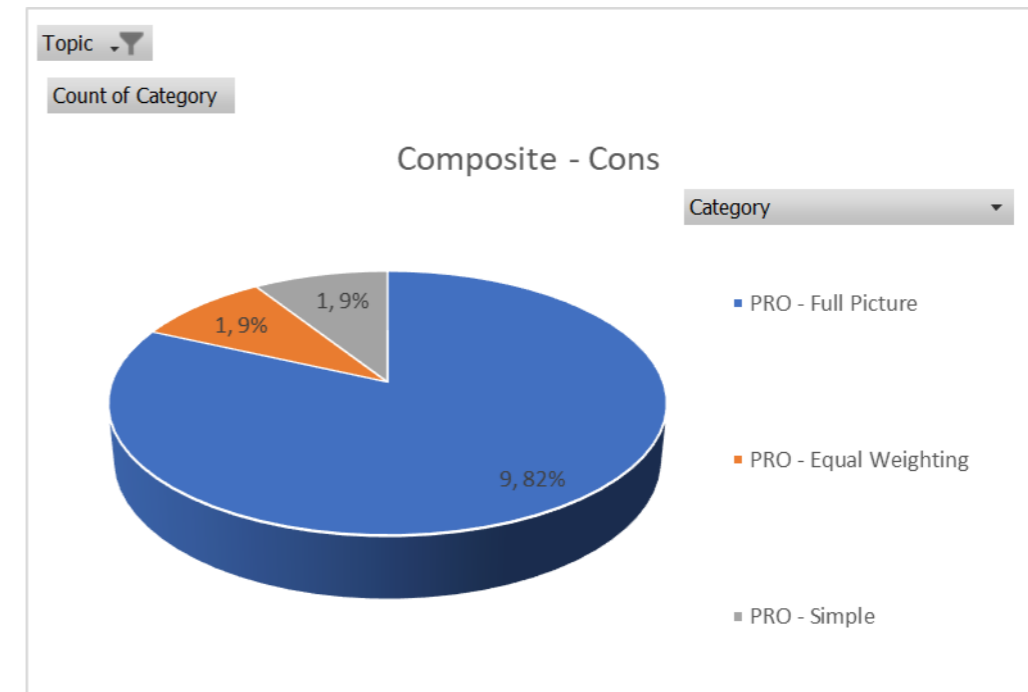
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Core Key Themes – Specific Measures Cons

- 31% of Con responses indicate using specific measures could cause providers to **lose focus on other measures**

- 31% indicate this approach risks sharing only a **partial picture of program performance**

- Other responses indicated this approach **lacks context, is not program controlled** and other challenges.

Topic

Count of Category

Specific Measures - Cons

1, 4% 1, 4% 1, 4%
1, 4%
1, 4%
1, 4%
2, 9%
1, 5%
7, 31%
7, 31%

Category

- CON - Lose Focus on Other Measures
- CON - Partial Picture
- CON - Lacks Context
- CON - Not Program Controlled
- CON - Uses Core Security Audit
- CON - Need Home Residence Check Waivers Removed
- CON - Turnover Impacts Significant
- CON - Not Specialized Program Specific
- CON - Waivers Limit Program Ability to Achieve Higher Payments

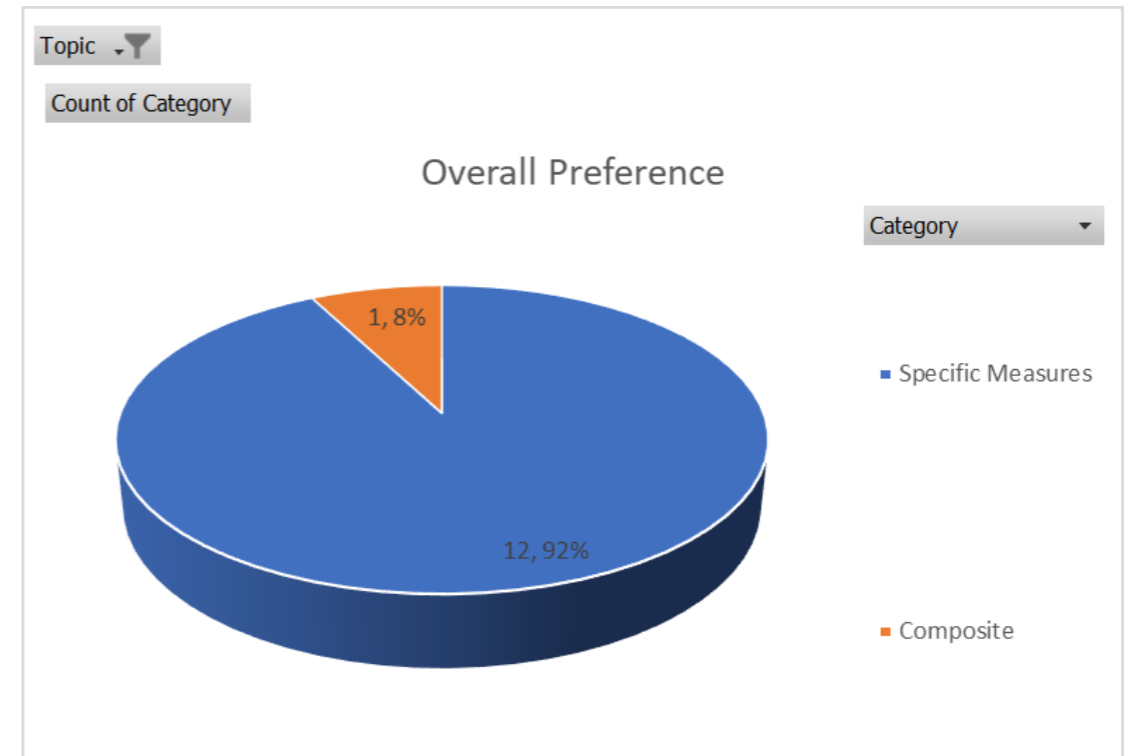COLORADO

Core Key Themes – Composite Pros/Cons

- 82% of Pro responses indicate a Composite score would **present the full picture**

- 9% of Pro responses reflect the ability to **keep it simple and weight scores equally**

- 60% of Con responses reflect that the **Composite is too broad**

- 10% of responses indicate the picture is **not full/fair, rewards easier reporting, focuses on money**

Topic

Count of Category

Composite - Cons

Category

- PRO - Full Picture
- PRO - Equal Weighting
- PRO - Simple

1, 9%
1, 9%
9, 82%

Topic

Count of Category

Composite - Cons

Category

- CON - Too Broad
- CON - Not Full / Fair
- CON - Rewards Easier Reporting
- CON - Too Many Variables
- CON - Too much focus on Money

1, 10%
1, 10%
1, 10%
1, 10%
6, 60%
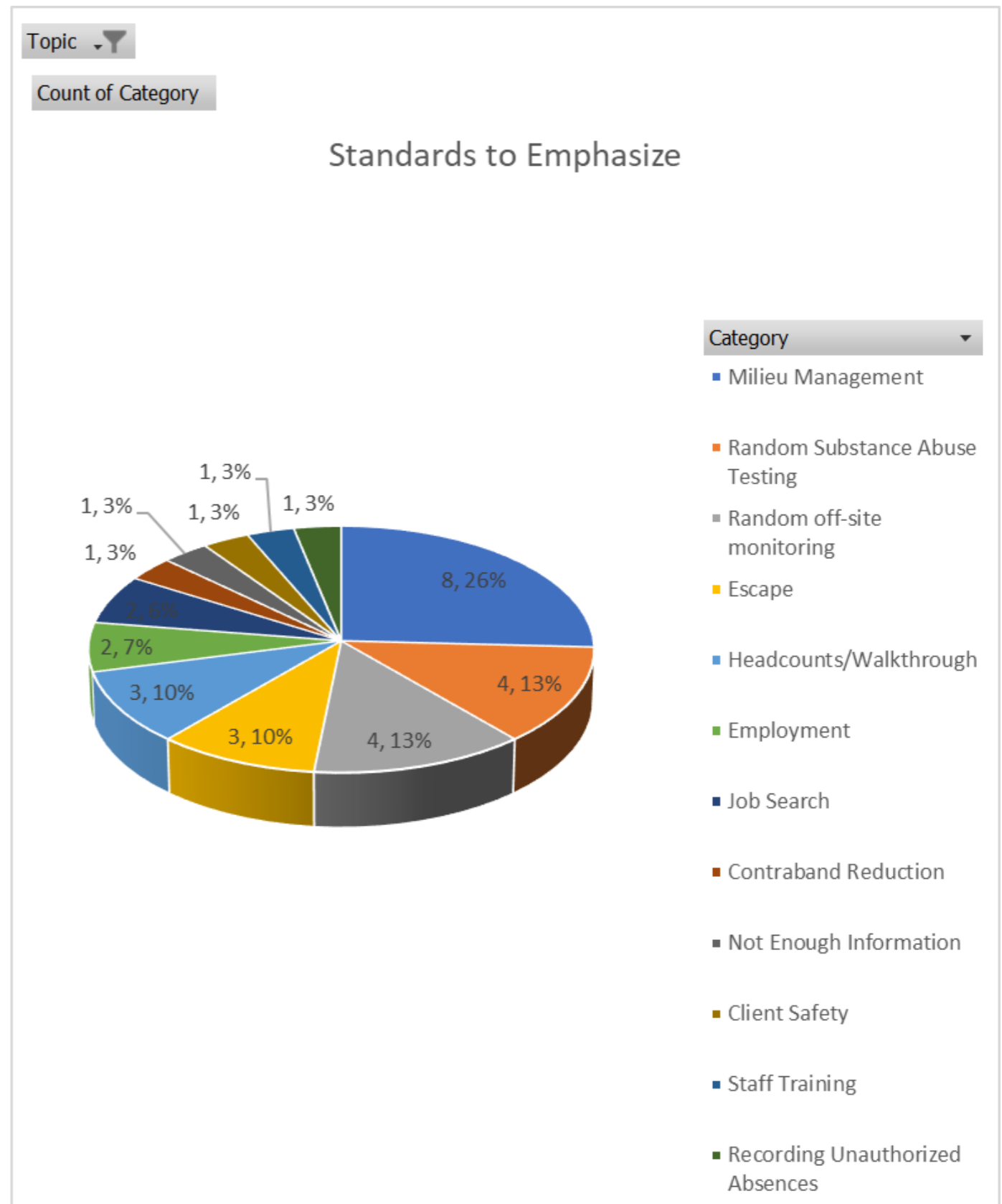
The total composite score weights all criteria equally

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Core Key Themes

- 92% of stakeholders believe their overall preference is for **Specific Measures**
- 8% favor the composite score

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Core Key Themes
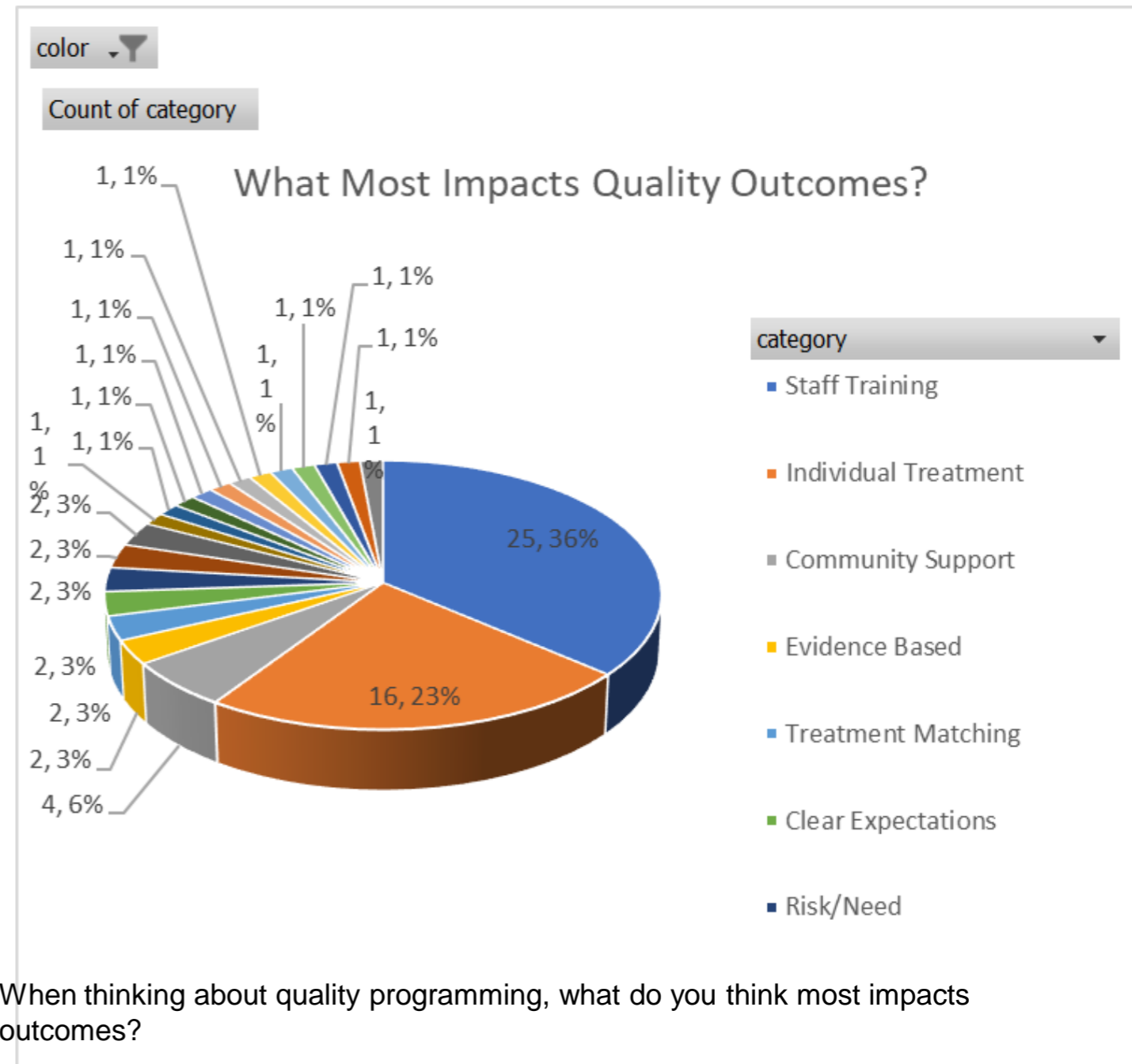
- 26% of responses indicated that **Milieu Management** should be emphasized or weighted most

- 13% favored **Random Substance Abuse Testing or Random Off-site Monitoring** to be weighted most

- Additional top preferences included **Escape** (10%), **Headcount/Walkthroughs** (10%) and **Employment** (7%)

Topic

Count of Category

Standards to Emphasize

Category

- Milieu Management
- Random Substance Abuse Testing
- Random off-site monitoring
- Escape
- Headcounts/Walkthrough
- Employment
- Job Search
- Contraband Reduction
- Not Enough Information
- Client Safety
- Staff Training
- Recording Unauthorized Absences

Whether picking specific standards for incentivizing or using a composite score, some standards could be "weighted"
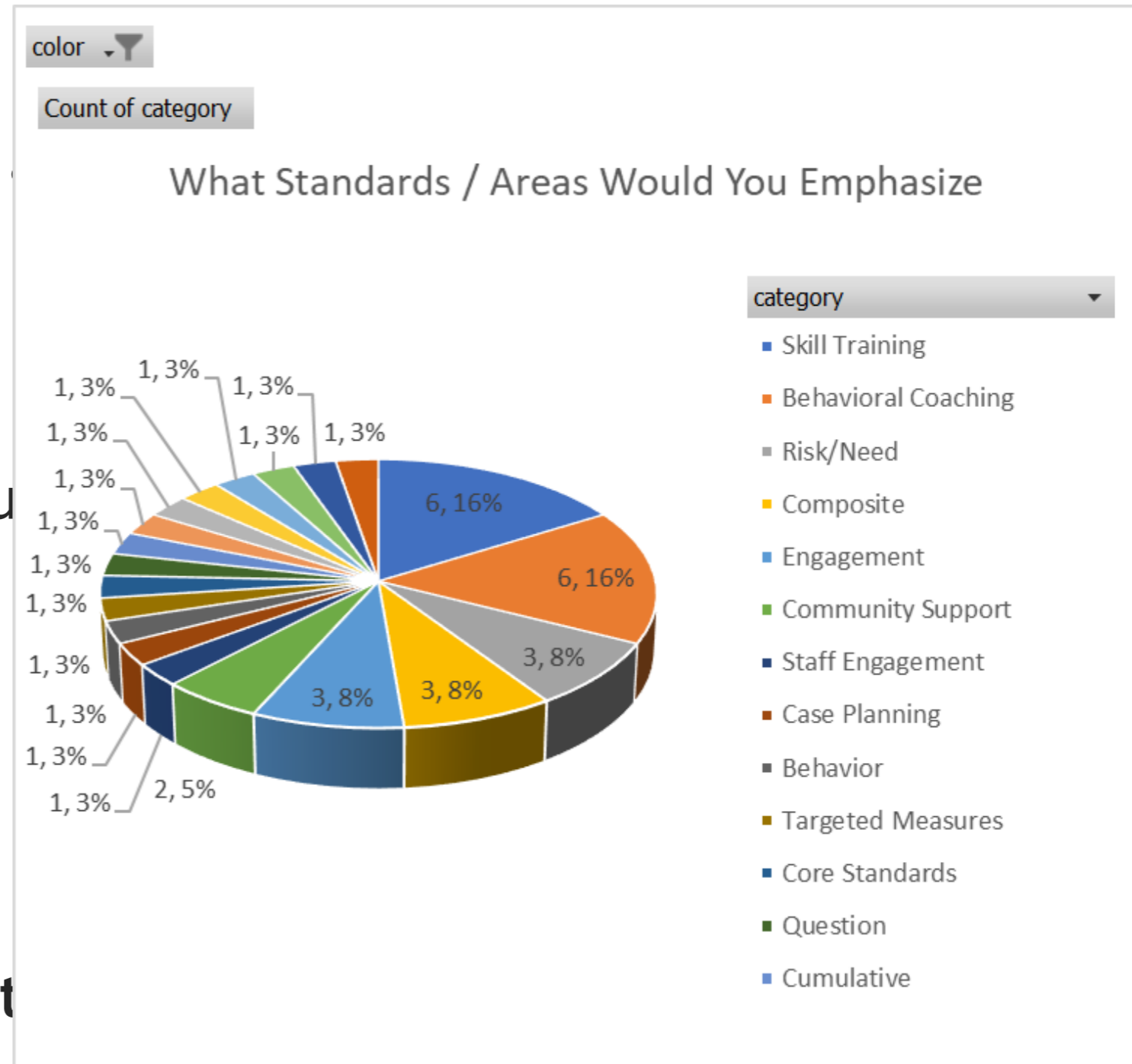
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PACE Key Themes

- 36% of responses indicated that **Staff Training** was the most critical element to impact quality outcomes for clients.
- 23% indicated that **Individual Treatment** was most important
- The remaining responses focused on **Community Support, Evidence Based, Treatment Matching** and others.

What Most Impacts Quality Outcomes?

color

Count of category

1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
1, 1%
2, 3%
2, 3%
2, 3%
2, 3%
2, 3%
2, 3%
4, 6%

25, 36%
16, 23%

category
- Staff Training
- Individual Treatment
- Community Support
- Evidence Based
- Treatment Matching
- Clear Expectations
- Risk/Need

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

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PACE Key Themes

- 16% of responses indicated a need to emphasize **Skill Training or Behavioral Coaching**

- 8% indicated a need to focus on **Risk/Need, Composite Score, Engagement**

- The remaining responses covered a variety of topics including **Community Support, Staff Engagement, Case Planning, Behavior and Targeted Measures**

color

Count of category

What Standards / Areas Would You Emphasize

category

- Skill Training
- Behavioral Coaching
- Risk/Need
- Composite
- Engagement
- Community Support
- Staff Engagement
- Case Planning
- Behavior
- Targeted Measures
- Core Standards
- Question
- Cumulative

6, 16%
6, 16%
3, 8%
3, 8%
3, 8%
2, 5%
1, 3% (multiple slices)

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

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Activity:

Poll and Discussion

Poll: What is your overall preference?
1. Composite Score – 7%
2. Specific Measures
3. Specific Measures Cumulate until Total Composite – 60%
4. Combination of Composite Scores and Emphasis of Specific Measures – 33%
5. Other

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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?

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Discussion Summary –
Composite or Specific Measures?

Core

- At the conclusion of our Core workshop, the general consensus was to focus on specific measures in a logical cumulative sequence over time

- The fact that providers will always be composite measured for compliance reasons provided some comfort, but so did the flexibility to change the focus for technical assistance and training themes over time.

- The discussion revealed a need to focus on specific challenge areas and on helping programs to get where they want to go i.e. Start specific and possibly get to the full composite over time but with a nimble and flexible approach

- Having the ability to change focus would help keep program and staff fresh on new topics and encourage cross-pollination & interactivity between providers, programs and the office as they deliver training and technical assistance.

- The consensus emerged that Specific Measures seems more manageable and a realistic first step, but over time, looking at composite would be best

PACE

- At the close of our PACE workshop, the team had evolved the consensus, at least to a degree.

- PACE is more prescribed programming, guiding providers toward quality services over time, with the equal weighted "ribbon" showing various areas

- As the discussion moved ahead, many emphasized that the Ribbon is interconnected, and we cannot reasonably pursue one component without the others.

- However, we agreed it is laid out in a pyramid, both logically and visually, with assessment as the foundation providing key data to move effectively through the remaining areas.

- That said, we also agreed we need multiple imperfect measures versus one imperfect measure, accepting the challenges of getting objective and accurate data across the state, reinforcing the value of the composite score.

- Finally, turnover and retention challenges at provider locations supported the value gradually moving up the ribbon from the assessment in a logical sequence.

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