

BOARD OF SUPERVISORS WORK SESSION

GOVERNMENT CENTER BOARD ROOM

JANUARY 26, 2010 - 4 P.M.

A. Call to Order

B. Roll Call

C. Board Discussions

1. Colonial Community Corrections – Evidence-Based Practices (EBP)
2. Executive Search Services

D. Closed Session

1. Consideration of a Personnel Matter Involving the Six-Month Performance Evaluation of the County Administrator, Pursuant to Section 2.2-3711(A)(1) of the Code of Virginia

E. Break

JCC BOS Work Session Presentation

Evidence Based Practices (EBP)
January 2010

Goals of the presentation

- Define EBP
- Define recidivism
- What has been accomplished?
- What is in the near future?

What is Evidence Based Practices

- EBP is simply using treatment and community supervision practices that have been proven through rigorous scientific research to reduce crime and recidivism.

Misconceptions

- **EBP for Community Corrections is NOT:**
 - “Hug a thug”
 - Just being nice to people
 - Not interested in offender accountability
 - Soft on crime
 - Counseling or has a clinical emphasis
 - A fad or trend – the “latest” thing
 - A program to implement
 - Liberal policy
 - Without a law enforcement component



What is EBP

- EBP is not a single program but a layered process that includes:
 - Risk assessment
 - Communication skills that enhance offender motivation to change
 - Proven recidivism reducing treatment specific to each offender
 - Comprehensive and ongoing research and evaluation

THE GOAL OF EBP

Is to reduce recidivism by delivering multifaceted supervision and interventions that responds to *each offender's particular situation* based on his or her criminogenic/dynamic risk factors for engaging in criminal activity.

Recidivism defined

- **Department of Corrections (DOC)**
 - **Recidivism is defined as recommitment to DOC**
- **Department of Criminal Justice Services (DCJS)/Virginia Community Criminal Justice Association (VCCJA)**
 - **Recidivism is defined as any conviction (including a finding of guilt, taken under advisement or deferred judgment) for a jailable offense following the original supervision placement.**

Costs of recidivism

- Virginia Taxpayers Dollars
 - Prison -- State
 - \$25,000 per year per inmate
 - projecting the building of four new prisons by 2013 at \$100 million each
 - Jail -- Local
 - \$39.00 per day –VPRJ



Costs of Recidivism

- Victimization
 - 45% of DOC commitments are for technical violations or new offenses while under supervision (FY 07)
 - 33% of all local probation case closings were for technical violations or new offenses while under supervision (FY 09)
- Criminal Justice system reinvestment
 - Costs for policing, prosecution and corrections rose 332% from 1982 to 1998 --Nationally
 - 67% of ex-inmates are returned to prison within three years of release for new offenses or technical violations --Nationally

Recidivism research

Evidence based conclusions based on over 500 scientifically validated research studies (meta-analysis).

- **“Recidivism can be predicted**
 - **Validated risk assessments can identify and assess criminogenic needs”**
- **“Recidivism can be reduced**
 - **Addressing and positively changing these criminogenic needs empirically reduces recidivism”**

Local Collaboration History

Approximately, five years ago, CCC and District 34 Probation and Parole were designated EBP pilot sites for DOC and DCJS because of the local history of collaboration between the agencies, the ability to act progressively, and the local criminal justice stakeholder's reputation of working well together.

Recognizing that treatment/intervention was a key component of EBP, Colonial CSB was brought in to partner with us in this system change process.

Step One –Internal Agency Change

- Recognizing that before we could ask for external system change, we had to had to use the “Best Practices” research to identify the internal changes needed to become EBP ready/compliant.
- We identified three main areas –Each common and yet different to the three agencies:
 - Risk Assessment
 - Motivational Interviewing/Effective Communication
 - Organizational Culture/Strategic Planning

Purpose of a validated Risk Assessment

- A risk assessment will:
 - Identify a person's risk to re-offend
 - Help identify who we want to focus our attention on
 - Identify an appropriate supervision level
 - Begin to identify and prioritize an intervention strategy or case plan

Risk Assessment -- DOC

- **Compas– District 34 Probation and Parole**

Computerized database and analysis system

- Normative data and scale calibrations developed on samples of criminal justice offenders throughout the United States, including Virginia.
- Uses a combination of self-report, official records, and case information.
- Produces an automated report that summarizes key risk and criminogenic need factors.
- Easily identifies critical areas to address with offenders.

Risk Assessment- DOC- cont.

- Aids practitioners in making decisions regarding placements, case management, and supervision of offenders.
- Used in a decision-support capacity, not as a replacement for professional judgment.
- Officers trained in COMPAS beginning in May of 2009, began use on all cases referred to supervised probation beginning in June of 2009.

Risk Assessment – CCC Local Probation

- Modified Offender Screening Tool (MOST)
 - Prescreening tool to filter out low risk offenders
 - Validated for felon population (Arizona)
 - Validated for probation success (Virginia)
 - Conducted on all local probation placements (began Aug 2006)

Risk Assessment –CCC- cont.

- Offender Screening Tool (OST)
 - Comprehensive assessment and case planning tool
 - Validated for felon population (Arizona)
 - Validation process ongoing for misdemeanor population (Virginia)
 - Conducted on all medium or high risk placements as identified by the MOST (began Jan 2007)

Risk Assessment/Case Planning

- For both agencies (CCC And District 34)
 - All probation staff are trained on risk assessment
 - All state probation staff are trained on case planning
 - Case planning protocol forthcoming for CCC local probation
 - Continuing training booster sessions

Motivational Interviewing/Effective Communication

- Communication skills and techniques used to enhance an individual's motivation to change
- All staff are trained
 - Continual training for all new staff
 - Ongoing booster sessions within each agency
- Subject Matter Specialists
 - Staff from each CCC and District 34 are trained to coach current staff on techniques and skills



Next Steps for Probation and Parole (6 months to 1 year)

- Developing and expanding the use of the COMPAS case planning tool. Loading data and populating the instrument specific to the jurisdictions we serve, as well as focusing on the case plan as a “living document” that is addressed and updated at every contact with the offender.
- Continuing our emphasis on organizational development.
- Training and development of Motivational Interviewing Subject Matter Specialists in leading learning teams within the district.

Next Steps for CCC (6 months to 1 year)

- Validate the OST
 - Evaluation with consultants (BJA grant)
- Begin case planning implementation for high/medium risk offenders
 - Training and piloting the protocol
- Ongoing QA for risk assessment and MI/EC
 - Self/peer/supervisor coaching and evaluation
- Begin to look at how EBP relates in a pretrial setting
 - PT risk factors and supervision/interventions (BJA grant)
- Continual evaluation
 - Internal evaluation and with consultants (BJA grant)



Questions?

