PROGRAMMING SEMINAR SERIES

Kevin O'Connell   Michael Wilson

Session 1: Developing a program inventory

STRATEGIC FRAMEWORK FOR DATA-DRIVEN AND EVIDENCE BASED PRACTICE
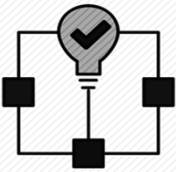
What is a strategic framework?

- A vision for where you would like to go and a map for how you plan to get there.
- Helps conceptualize the key components we may need to develop and how these components will build on each other over time to achieve that shared goal.
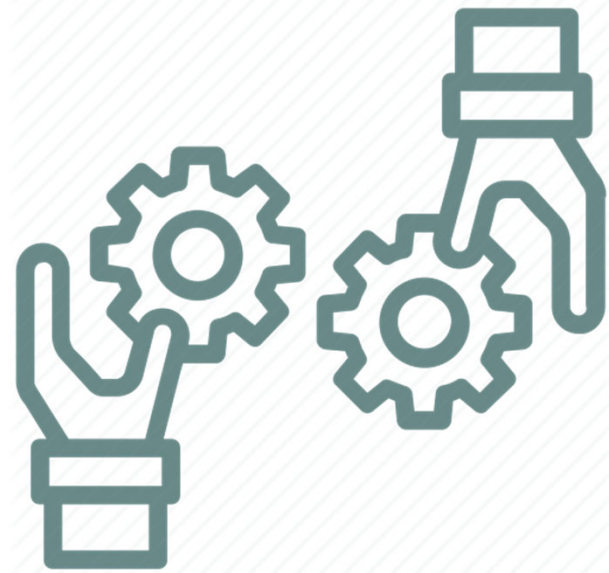
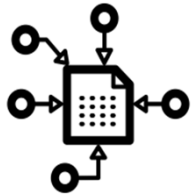# STRATEGIC FRAMEWORK FOR DATA-DRIVEN AND EVIDENCE BASED PRACTICE

Program Inventory & Literature Review

Logic Models & Process Maps

Contracting Practices

Data Strategy & Dashboards

Program Evaluation & Cost Benefit Analysis

Seminar Series 1: Programming

Seminar Series 2: Data Strategy and Evaluation

PROGRAMMING SEMINAR SERIES OVERVIEW

- Give counties approaches to look at their justice involved populations through a lens of evidence, shared interventions, and a system-wide view.

- Offer tools that help to operationalize and embed evidence in program design and funding

- Apply concepts of cost efficacy to program design and assessment

PROGRAMMING SERIES CORE COMPONENTS

Program Inventory	• How do we build a program inventory and make it useful?	Oct 2020
Assessing and Applying Evidence	• How do we look at evidence and ask critical question?	Dec 2020
Program Design and Contracting	• How do we connect evidence to contracting and program design?	Feb 2021
Cost Benefit, Part 1	• What are the key concepts in developing a cost-benefit model?	Apr 2021
Cost Benefit, Part 2	• How do we use cost-benefit analysis to inform policy and practice?	June 2021

SEMINAR 1.1: PROGRAM INVENTORY

PROGRAM INVENTORY SEMINAR OVERVIEW

Define key terms and concepts

Walk through the process for creating a program inventory

Demonstrate how to put it to use

WHAT IS A PROGRAM INVENTORY?

WHAT IS AN INVENTORY?

An organized approach for identifying programs and practices that can span agencies, budgets, and grants.

It's a list!

WHAT CAN THIS LOOK LIKE AS A FINISHED PRODUCT?

Concise list can show key information like:

Lead agency

Local Program Name

Brief description

Evidence Rating

Expenditures

		Budget
Alternative Reporting	Provides minimum supervision to low-risk clients. Reporting obligations include monthly calls with Alternative Reporting Probation Officers and other methods of check-in.	■ $421,336
Community Career & Technical Education	Career Technical Education training, case coordination, barrier removal, incentives, job search assistance, job placement partnerships, and job retention services.	■ $120,870
Community Worker	The Community Outreach Worker/Barrier Removal Specialist assists clients in developing prosocial activities, develops relationships with community organizations willing to mentor and provide ongoing services to clients and their families, and accompanies clients to appointments at public agencies to facilitate clients removing barriers to employment or successful reentry to the community.	■ $89,802
COMPAS assessment and risk-based supervision	Clients are assessed using the COMPAS risk and needs assessment and are supervised based on their assessed risk level, per the Department's caseload management standards policy.	■ $629,164
Electronic Monitoring	Electronic Monitoring is used for clients court ordered to be on GPS and monitored by a DPO. Electronic monitoring is mainly used by the Sex offender and Post Release Community Supervision (PRCS) Units.	■ $99,441
Employment	Job readiness assessment, case coordination, barrier removal, transitional employment, job placement and retention, incentives, and employer engagement.	■ $1,709,551

■ Highest Rated
■ Second Highest Rated
■ Theory Based

WHY INVENTORY YOUR PROGRAMS?

Develop a clearer sense of shared priorities across agencies

Make programs more accessible across communities and agencies

Align program design to Evidence Based implementation models

Better meet client needs based on outcomes and treatment priorities

Develop priorities for data collection and deeper analysis

HOW DO YOU CREATE THE APPROPRIATE SCOPE?

Identify key themes or agencies to be involved

Focus on a recent budget year for a baseline, then an ongoing update cycle

Develop the role of a project lead to assure continuity and ownership

Determine a home or champion for the work

Create a publication and dissemination plan

Plan for action around future recommendations

WHAT ARE PROGRAMS?

An intervention that engages specific participants to achieve a discrete outcome over the long term.

What are examples of outcomes?
• Reduced justice involvement • Increased educational attainment • Increased drug treatment engagement • Improved family relations • Decreased housing instability

HOW DO WE ACCOUNT FOR PRACTICES AND ASSESSMENTS

Assess for Needs

Refer to Services

Monitor Program Fidelity

Adjust Supervision/Programming
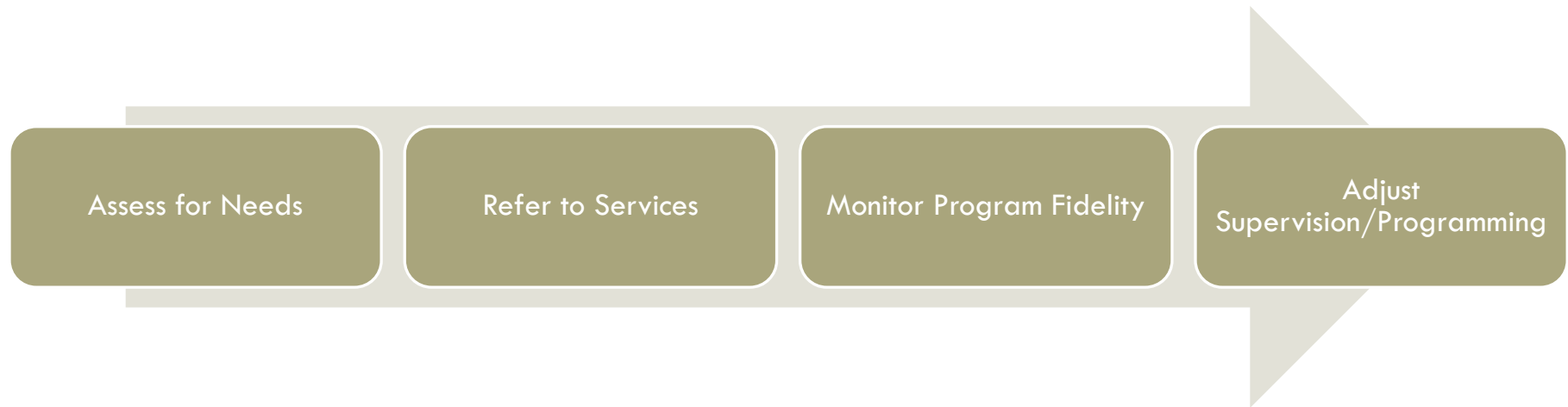
Research based models and validated risk tools are fundamental to innovation, beyond programs themselves.

WHAT HAPPENS WHEN PROGRAMS ARE INTEGRATED?
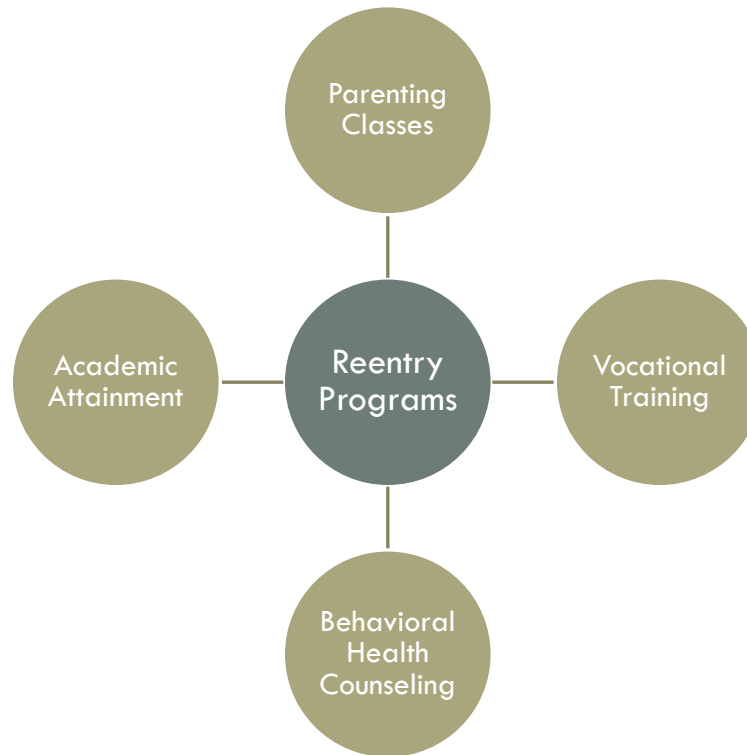
Attempt to separate core components

Parenting Classes

Academic Attainment

Reentry Programs

Vocational Training

Behavioral Health Counseling

POLL QUESTION

Does your jurisdiction have a comprehensive list of programs?

DEVELOPING THE PROGRAM INVENTORY

MAIN AREAS OF THE PROGRAM INVENTORY

Program Components

People Served/Capacity

Expenditures

PROGRAM NAME AND DESCRIPTION

Program Name: General or local name given to the program or practice.

Program Description: Brief description of the program at the level an informed stakeholder would understand.

Program Name	Program Description
Parenting and Learning for Success, Responsible Fatherhood, and MOMS	Proposes to provide Family Reunification program based on Parenting and Learning for Success (PALS) model, Responsible Fatherhood and MOMS program for reentry case management for clients with children under the age of 25. Comprehensive curriculum that begins prerelease and incorporates a family engagement model called "Creating Lasting Family Connections."
Post-Release Education	Assessment-driven education services including: HS diploma, GED, Adult Basic Education, literacy, college and post-secondary education, life skills-building, ESL, CTE/vocational instruction, one-on-one support, Individual Service Plans, stipends, and referrals to direct services.

DURATION AND FREQUENCY

Average Duration: How long it typically takes for someone to complete the program (e.g., 6 months or 3 years).

Frequency/Intensity: Number and duration of sessions or classes (e.g., 3 times per week for one hour).

Program Name	Frequency/ Intensity of Program	Average Duration of Program
In Custody Academic Programs	Classes are typically offered every Monday, Wednesday and Friday or on Tuesday and Thursday. Each class is 1 hour and 45 minutes in duration.	29 Classes @ 1.75 hours per class
Parenting and Learning for Success, Responsible Fatherhood, and MOMS	Parenting class - 2 hours per week for 20 weeks	20 weeks (for parenting class) and then ongoing case management

DELIVERY SETTING AND OVERSIGHT AGENCY

Delivery Setting: Where the program is offered (e.g., in a correctional facility or in the community).

Oversight Agency: Organization/Agency responsible for programmatic or fiscal operations of the program.

Program Name	Agency	Setting
Family Reunification	Probation	Community
Family Reunification and Intensive Case Management (Crossroads)	Probation	Community
In Custody Academic Programs	Sheriff's Office	Jail
In Custody Behavioral & Treatment Programs	Sheriff's Office	Jail & Community
In Custody Career Training	Sheriff's Office	Jail & Community

TARGET POPULATION AND CRIMINOGENIC NEED

Target Population: Participants that the program targets (e.g., high-risk offenders, individuals with a history of substance abuse).

Criminogenic Needs Addressed: Dynamic Risk factors that the program addresses (e.g., substance abuse or anti-social thinking).

Program Name	Target Population	Criminogenic Needs Addressed
In Custody Academic Programs	In custody population	Education and Employment
Post-Release Education	PRCS clients and those charged and/or resolved with an 1170h-eligible offense or on formal probation	Education, Criminal Thinking

PEOPLE SERVED AND CAPACITY

Annual Capacity: Maximum number of people the program could have theoretically served in the most recent year given current resources.

Number of Participants Served: Number of participants served by the program (even those who did not complete it) in the most recent full year the program was offered.

PROGRAM EXPENDITURES

Annual Program Expenditures: Total annual expenditures for the program from a recent year.

Description of How Program Costs Were Calculated: Brief description of how program costs were calculated, including where the cost information came from.

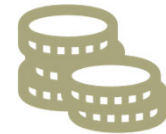| Program Name	Expenditures	Cost Description
Seeking Safety	$133,000	Number of hours per week for each program divded by total hours for all the programs for each each provider to get a percentage. That percentage was used to calculate the number of patients served and the cost for each program.
Swift, Certain, and Fair	$309,000	All salary & benefit costs, training, program supplies, non-medical and miscellaneous services to clients.

Staff Salary
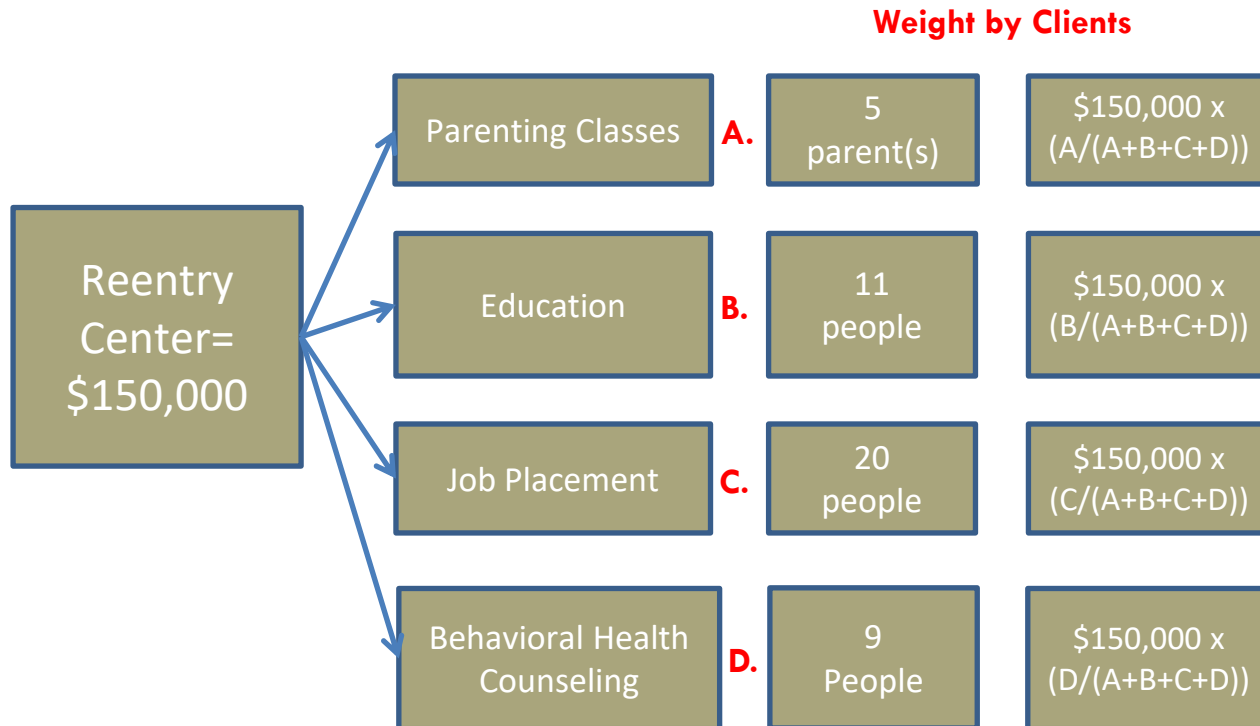and Benefits

Materials or
Supplies

Training

Additional
Costs

EXPENDITURE INFORMATION DETAIL

ESTIMATE PROGRAM EXPENDITURES

Weight by Clients

Reentry Center= $150,000

Parenting Classes	A.	5 parent(s)	$150,000 x (A/(A+B+C+D))
Education	B.	11 people	$150,000 x (B/(A+B+C+D))
Job Placement	C.	20 people	$150,000 x (C/(A+B+C+D))
Behavioral Health Counseling	D.	9 People	$150,000 x (D/(A+B+C+D))

ESTIMATE PROGRAM EXPENDITURES

Weight by Staff Time

Reentry Center = $150,000

Parenting classes	A.	24 hours per parent	x	5 parent(s)
Education	B.	60 hours per person	x	11 people
Job Placement	C.	15 hours per person	x	20 people
Behavioral health counseling	D.	180 hours per person	x	9 people

EXAMPLE: MATRIX

EXAMPLE PROGRAM PROFILE

Name	Matrix
Description	Is an intensive outpatient treatment approach for substance abuse and dependence. The intervention consists of relapse-prevention groups, education groups, social-support groups, individual counseling, and urine and breath-alcohol testing.
Duration	16 weeks
Frequency	3 hours per day, 3 days per week
Setting	Community Outpatient Clinic
Oversight Agency	Behavioral Health
Target Population	Moderate to high risk offenders with a moderate to high criminogenic need for substance use
Needs Addressed	Substance Use Disorder

Q AND A

HOW DO YOU PUT IT TO USE?

A GOOD INVENTORY…

Promotes cross agency collaboration

Gives a baseline for key strategies

Focuses on both general programs as well as specialty programs

Clarifies and aligns interventions

…CAN LEAD TO EXAMINATION

Do we have the right mix of programs?

Is it delivered in the best way for the setting?

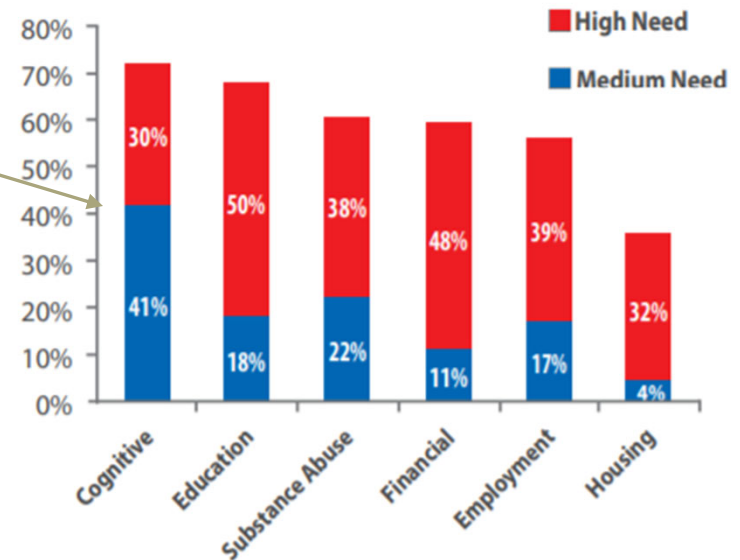How can we enhance re-entry continuity?

Do we have enough capacity?

Is it implemented in a way that evidence shows works?

Are we collecting the right information?

INVENTORIES CAN HELP ASSESS AVAILABLE PROGRAMS AND SERVICES TO MEET SPECIFIC RISK AND NEEDS

- CBT Individual Therapy
- Moral Reconation Therapy (MRT)
- Reasoning and Rehabilitation Program (R&R)
- Thinking 4 a Change (T4C)

Criminogenic Needs of High and Medium Risk PRCS Releases

High Need

Medium Need

Category	High Need	Medium Need
Cognitive	30%	41%
Education	50%	18%
Substance Abuse	38%	22%
Financial	48%	11%
Employment	39%	17%
Housing	32%	4%

DEVELOP CONSISTENT TERMINOLOGY FOR PROGRAMMING NEEDS

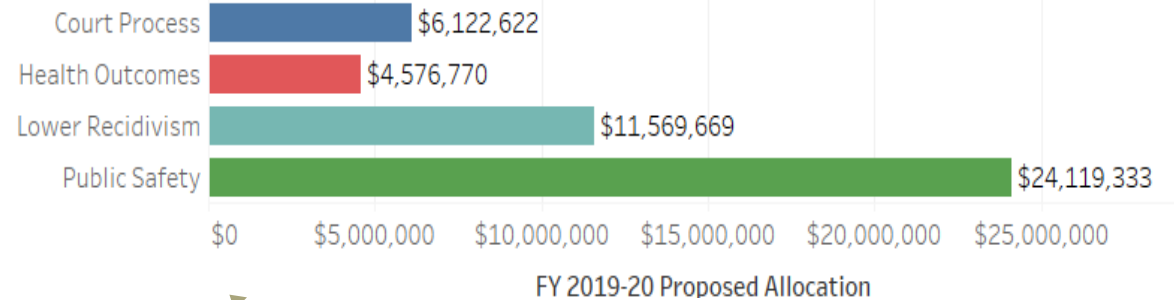|			
Anti-social Cognition	Anti-social Companions	Anti-social Personality/Temperament	History of Antisocial Behavior
Family and/or Marital	Substance Use	Employment/Education	Leisure and/or Recreation
	Mental Health	Housing	

VISUALIZING OF BUDGETS AND PROGRAMS USED

USE IT AS A COMMUNITY PLANNING AND TRANSPARENCY TOOL

Transparency for how dollars are spent

Clarity on programs offered

Helps CBOs understand the range of services
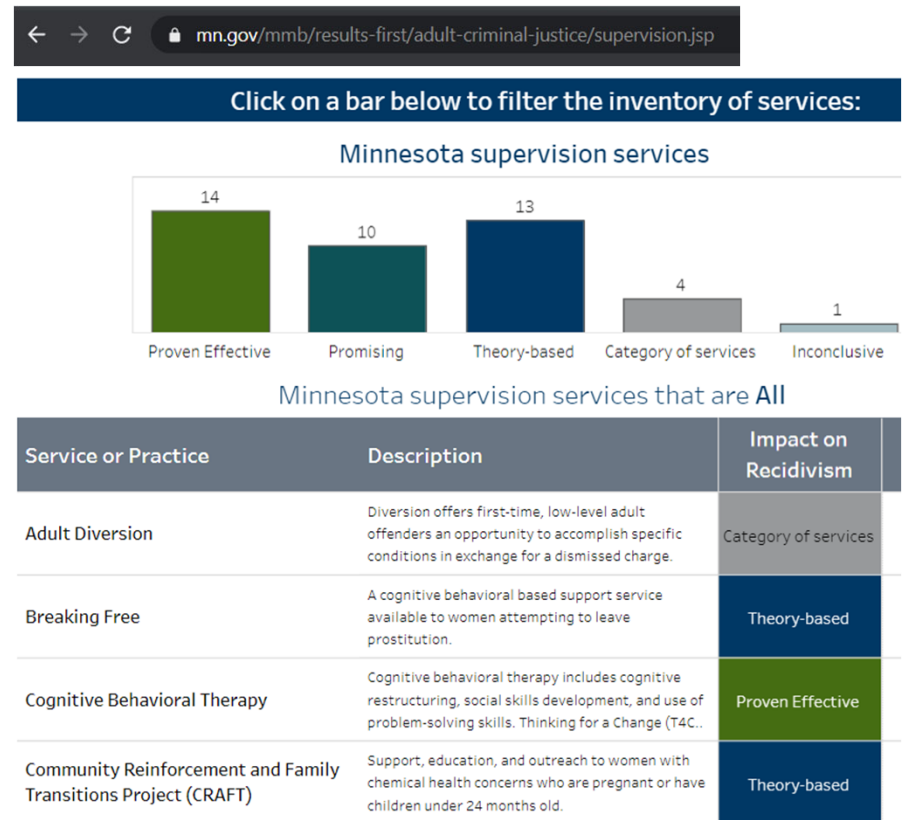
LOOK AT RE-ENTRY SERVICES AS PARTNERSHIPS ACROSS AGENCIES

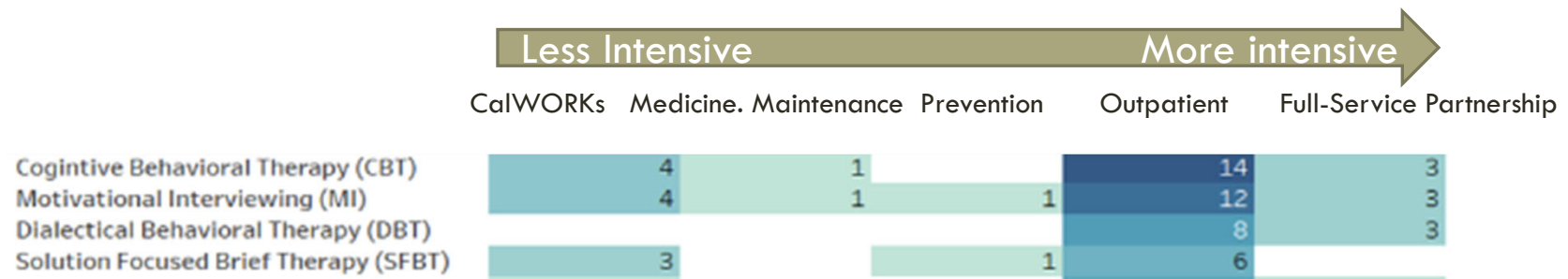**Inventoried Programs**

Jail programming

- Vocational Training
- Education
- Thinking for a Change

Warm Handoff

- Probation Video Meetings
- Medication Continuation
- Service Referral

Continuity in the Community

- Housing
- Education
- Motivational Interviewing

MAP INTERVENTIONS ACROSS LEVELS OF CARE IN A MENTAL HEALTH CONTEXT

Less Intensive ➞ More intensive

	CalWORKs	Medicine. Maintenance	Prevention	Outpatient	Full-Service Partnership
Cogintive Behavioral Therapy (CBT)	4	1		14	3
Motivational Interviewing (MI)	4	1	1	12	3
Dialectical Behavioral Therapy (DBT)				8	3
Solution Focused Brief Therapy (SFBT)	3		1	6	

# of providers offering specific intervention types across continuum of care

RESOURCES

MATERIALS, GUIDES AND TEMPLATES

Materials available:	Program Inventory Overview
	Program Inventory Guide
	Inventory Template

Programming Series Info:
https://www.counties.org/framework-seminar-series

Support Hub Website:
https://www.counties.org/csac-support-hub

Q AND A

LOOKING AHEAD

DATA AND EVALUATION SERIES, SEMINAR 1 (NOVEMBER)

This seminar series focuses on developing an underlying data infrastructure, creating data dashboard and visualizations, and using data to evaluate programs and other interventions designed to reduce recidivism.

PROGRAMMING SERIES, SEMINAR 2 (DECEMBER)

This seminar provides an overview of findings from the available literature on programmatic interventions for your criminal justice populations, as well as the challenges in matching operational realities to model programs to evidence.

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