

IMPROVING CRIMINAL & JUVENILE JUSTICE OUTCOMES: TRAINING AND COACHING OPTIONS FROM CJI

The Crime and Justice Institute (CJI) at Community Resources for Justice works with local, state and national criminal justice organizations to improve public safety and the delivery of justice throughout the country.

We take pride in our ability to improve evidence-based practices in public safety agencies and gain organizational acceptance of those practices in difficult work environments. We create realistic implementation plans, put them into practice, and evaluate their effectiveness to enhance the sustainability of corrections policies, practices and interventions.

CJI provides nonpartisan policy analysis and practice assessment, capacity and sustainability-building technical assistance, research and program evaluation, and educational activities throughout the country.

BACKGROUND

CJI delivers trainings for **direct-services staff, supervisors, managers, and others** working within the **criminal and juvenile justice systems** to improve outcomes. Trainings are customized for the audience, target population, and setting. All trainings are interactive and developed based on adult-learning principles, providing participants the opportunity to practice and demonstrate mastery of research-based content and skills.

In addition to delivering trainings to staff, we can also:

- Help your organization develop the capacity to deliver the training curriculum in the future through train-the-trainer programs
- Provide one-on-one coaching on the substance of individual trainings and train your staff to deliver coaching
- Work with your organization to develop and implement comprehensive, customized staff training programs on evidence-based principles

TRAINING OFFERINGS

Principles of Effective Intervention

Decades of research have demonstrated that when the Principles of Effective Intervention (PEI) – risk, need, responsivity, and fidelity – are followed, recidivism is reduced and the likelihood for positive behavioral change is increased. In this training, participants gain an understanding of the importance of following these principles in their work in criminal and juvenile justice through interactive discussion, activities and skills practice. Our PEI training is a prerequisite to the majority of our other trainings, and is often delivered in combination with other individual trainings.

Audience: The PEI training provides a strong foundation in evidence-based principles and is recommended for a wide variety of audiences, including members of the judiciary, prosecutors, members of the defense bar, and treatment providers as well as correctional staff.

Prerequisite: None

Duration: A half-day to a full day

Effective Case Management

Case planning forms the foundation of an effective recidivism reduction strategy. This training provides staff with skills and processes for developing individualized, targeted case plans to help improve client outcomes and reduce recidivism. Participants will practice creating individualized case plans and will receive feedback and coaching on these plans. The training is tailored to each setting, incorporating any site-specific case management policies, forms and procedures.

Audience: Direct service staff, case managers and supervisors in community & institutional settings

Prerequisite: Principles of Effective Intervention

Duration: A half day to a full day; additional coaching is available

Core Correctional Practices (CCP)/ Cognitive Interaction Skills (CIS)

Correctional and juvenile justice staff are at the front lines of rehabilitation, and research is increasingly demonstrating the impact high-quality staff interactions can have on behavioral outcomes and recidivism. This skills-based training teaches staff a number of practices that they can use in their day-to-day supervision interactions that have been shown to increase the effectiveness of rehabilitative services and client supervision, and provides opportunities to practice these skills while receiving feedback and coaching.

Audience: Direct service staff, case managers, and supervisors in community & institutional settings

Prerequisite: Principles of Effective Intervention

Duration: A half day to two days; additional coaching is available

Graduated Responses as an Evidence-Based Practice

Increasingly, organizations that provide supervision of individuals in the criminal and juvenile justice system are recognizing the importance of giving staff the tools to respond to client behavior in a graduated manner, incorporating both sanctions and incentives, to support behavior change and reduce recidivism. This training, based on Core Correctional Practices, teaches staff how to effectively use graduated responses with the individuals they supervise. The training is tailored to each setting, incorporating site-specific graduated responses policies and procedures.

Audience: Direct service staff, case managers, and supervisors in community & institutional settings

Prerequisite: Principles of Effective Intervention

Duration: One day

Program Model Fidelity

The outcomes promised by evidence-based programs are only achievable if the programs are delivered as designed and the curricula are followed. All too often, a jurisdiction will implement a program and wonder why it is not getting the same results as the research showed. To ensure we are getting the best results possible, we must assess program model fidelity. This training teaches the knowledge and skills needed to monitor treatment programs' fidelity to evidence-based models, which improves the programs' effectiveness at changing behavior and reducing recidivism.

Audience: *Staff whose role includes supervision, oversight, and program implementation, including program staff, supervisors, managers, and model fidelity teams*

Prerequisite: *Principles of Effective Intervention*

Duration: *A half day to a full day, plus two days of on-site coaching; webinars, reports, assessments and recommendations are also available*

Risk/Needs Assessment Training

Our Master Trainers can provide your agency training on the administration and use of a variety of risk assessment tools, including the LSI-R and YLS/CMI series of tools. The training focuses on the scoring of the specific tool your agency is using, reviews scoring criteria, and provides participants with opportunities to practice scoring the assessment and interpreting the results.

Audience: *Direct service staff, case managers, and supervisors in community & institutional settings*

Prerequisite: *None*

Duration: *One to two days, depending on the tool*

Risk Assessment Implementation Fidelity

Risk assessment tools are now widely used in the correctional field, but many agencies struggle to implement the tools with consistency and fidelity. This training provides information on quality assurance processes necessary to ensure the instrument is accurately measuring client risk, including inter-rater agreement processes to ensure the risk assessment is scored consistently and correctly. The training also helps prepare agencies for future validation studies of their risk assessment instruments, an important component of ensuring a tool is accurately predicting risk in a given population.

Audience: *Tailored to staff at any level (management, supervisory, direct care)*

Prerequisite: *None*

Duration: *A half day to a full day; additional coaching as well as technical assistance in developing and implementing an inter-rater reliability process is also available*

FOR MORE INFORMATION, CONTACT: MELISSA THREADGILL, CRIME AND JUSTICE INSTITUTE AT CRJ AT MTHREADGILL@CRJ.ORG