



# CRIME & JUSTICE INSTITUTE

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



800+

individuals participated in CJI training in the past five years in 17 states and 29 agencies



50+

years of collective experience among CJI's expert training team



of training participants report they gained increased knowledge and skills

### Background

CJI delivers trainings for **direct-services staff, supervisors, managers, and others** working in 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 following the Principles of Effective Intervention (PEI) – risk, need, responsivity, and fidelity – reduces recidivism and increases the likelihood for positive behavioral change. In this training, participants gain an understanding of the importance of following these principles in their work in criminal and juvenile justice systems 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.

#### 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.



**I attended a CJI training a few months ago. I was skeptical before I came in, but could see the potential. I started using what I learned with the individuals I supervise – and you know? It’s working. I can already see the difference it’s making.”**

– WILLIAM MORELL (UTAH DOC)

## **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. Basic and Advanced versions of this training are available.

## **GRADUATED RESPONSES AS AN EVIDENCE-BASED PRACTICE**

Increasingly, organizations that provide supervision of individuals in the criminal and juvenile justice systems 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.

## **MOTIVATIONAL INTERVIEWING**

Many justice-involved individuals are not motivated to engage in correctional treatment and interventions, which can be a substantial barrier to their success while under correctional supervision. Motivational Interviewing is a set of interaction techniques that is designed to help staff increase an individual’s motivation to change through guided interactions. This training will teach staff to use these techniques to encourage individuals to resolve their ambivalence about change and develop intrinsic motivation.

## **GROUP FACILITATION TECHNIQUES FOR CBT GROUPS**



Contemporary research on effective correctional intervention strategies illustrates that cognitive behavioral treatment is the most effective way to reduce recidivism. Many cognitive behavioral interventions require staff to facilitate groups in the delivery of the curriculum, a skill that may not come naturally to correctional staff. This training

provides staff with the skills to effectively structure and facilitate cognitive behavioral treatment groups across a variety of topics.

## **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



**The trainers were very supportive and provided helpful feedback. The format of the train-the-trainer was good, going over the material, then doing a dry run; the actual training built confidence.”**

- PARTICIPANT FROM HAWAII

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.

### **RISK/NEEDS ASSESSMENT TRAINING**

Our master trainers provide 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.

### **ADVANCED RISK ASSESSMENT INTERVIEWING**



Many criminal and juvenile justice agencies use third or fourth generation risk assessment instruments to guide decisions on supervision and intervention strategies. Completing these tools often requires a lengthy semi-structured interview to gain information on many facets of the individual's life and history. This

training will teach staff interviewing skills to gain thorough, accurate information to complete these risk assessments, and, through practice and coaching, give them the opportunity to build their confidence in conducting these interviews.

### **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.

#### **FOR MORE INFORMATION, CONTACT:**

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The Crime and Justice Institute (CJI), a division of Community Resources for Justice, works to improve public safety and the delivery of justice by providing nonpartisan technical assistance, research, and other services to improve outcomes across the spectrum of the adult and juvenile justice systems, from policing and pretrial through reentry. More information is available at [www.crj.org/cji](http://www.crj.org/cji).



At Community Resources for Justice, we believe that society gains when all people are given the support and tools they need to lead responsible, productive, and dignified lives. For 140 years, some of society's most challenged citizens have benefited from the programs and services we provide and the policy reforms for which we have advocated in 43 states across the country. More information is available at [www.crj.org](http://www.crj.org).



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