



Improving Outcomes for Youth: Trainings to Increase Agency Capacity

The Crime and Justice Institute (CJI) at CRJ provides comprehensive training opportunities for direct services staff, supervisors, managers, and other system actors working within the juvenile justice system. The trainings offered provide skills and tools to support staff in helping their clients achieve successful outcomes. Trainings are customized for training participants and the populations with whom they work. All trainings include multiple activities for participants to practice and demonstrate mastery of research-based content and skills. CJI also provides train-the-trainer opportunities for several of the trainings below to build in-state capacity. The following describes the trainings offered by CJI.

Principles of Effective Intervention

TRAINING DESCRIPTION:

- Rehabilitation programs and services are most effective when they are implemented and operated according to the Principles of Effective Intervention (PEI): risk, need, responsivity and fidelity
- Decades of research have demonstrated that when these principles are adhered to, recidivism is reduced and the likelihood for positive behavioral change is increased
- During this training, participants gain an understanding of the importance of adherence to these principles at all stages of the juvenile justice system through interactive discussion, activities and skills practice

AUDIENCE: Tailored to a variety of audiences including judges, attorneys, community supervision officers, institutional staff, case managers, and program staff

DURATION: Ranges from a half day to two days (4 to 16 hours) of instruction depending on the audience and previous exposure to the principles

PREREQUISITE: None

Effective Case Management

TRAINING DESCRIPTION:

- Research demonstrates that interventions that target criminogenic needs are most effective in reducing recidivism
- The training curriculum includes information on targeting criminogenic needs, incorporating strengths, and identifying short and long term objectives for achieving rehabilitative goals
- Participants will learn skills and processes for developing individualized, targeted case plans for improved client outcomes and are provided multiple opportunities to practice building and evaluating case plans
- The training process also includes on-site feedback and coaching from CJI staff after the initial training; this includes assisting staff in real-time with clients to develop case plans

AUDIENCE: Direct service staff, case managers and supervisors working in community and institutional settings

DURATION: Two days (16 hours) of instruction with additional coaching time

PREREQUISITE: Principles of Effective Intervention training

Cognitive Interaction Skills or Core Correctional Practices

TRAINING DESCRIPTION:

- Research on effective interventions identifies a set of practices that have been shown to improve behavioral outcomes with clients and to reduce recidivism
- These practices, known as Cognitive Interaction Skills (CIS) or Core Correctional Practices (CCP), improve the delivery and increase the effectiveness of rehabilitative services and client supervision
- The training curriculum includes a basic overview of these practices and teaches participants how to model, teach, and practice prosocial skills and behaviors with clients
- Training participants will receive on-site coaching and feedback from CJI staff on use of the skills taught during the session

AUDIENCE: Direct service staff, case managers and their supervisors working in community and institutional settings

DURATION: Ranges from one to two days (8 to 16 hour) of instruction with additional coaching time

PREREQUISITE: Principles of Effective Intervention training

Graduated Responses as an Evidence Based Practice

TRAINING DESCRIPTION:

- Research on what works in the juvenile justice system highlights the importance of appropriately responding to positive and negative behavior to support prosocial behavioral change, given that punishment alone is not an effective approach
- Appropriate responses include proportionate, consistent and timely consequences for behavior
- Graduated responses enhance interactions between staff and clients
- This training incorporates the Principles of Effective Intervention and Cognitive Interaction Skills/Core Correctional Practices as a foundation, then focuses on how graduated responses can be used effectively in interactions with clients
- The curriculum incorporates practice opportunities utilizing graduated responses, allowing participants to feel confident using the skills in their roles

AUDIENCE: Direct service staff, case managers, and their supervisors working in community and institutional settings

DURATION: Ranges from one to two days (8 to 16 hours) of instruction

PREREQUISITE: Principles of Effective Intervention training

Risk Assessment Implementation Fidelity

TRAINING DESCRIPTION:

- The Principles of Effective Intervention research suggests that for agencies to effectively manage their clients, the selection and appropriate use of a standardized, objective risk assessment that measures statistically relevant risk factors is necessary
- To ensure that risk assessment instruments are accurately measuring client risk, agencies must incorporate training and ongoing coaching and support to sustain scoring accuracy
- The curriculum provides participants with information regarding inter-rater agreement, a data-driven approach to ensure that an agency's risk assessment is being scored consistently across all staff using the instrument
- The training curriculum describes the inter-rater agreement process and aids agencies in identifying existing scoring challenges among staff so that future coaching and training can be targeted
- This training also helps to prepare agencies for future validation studies of their risk assessment instruments

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

DURATION: Ranges from a half day to two days (4 to 16 hours) of instruction depending on audience, followed by additional days of onsite coaching as needed

PREREQUISITE: None

Program Model Fidelity

TRAINING DESCRIPTION:

- An oft forgotten component of the Principles of Effective Intervention, the fidelity principle highlights the importance of implementing programs in the manner in which they were designed
- Research has shown that when evidence-based programs are not implemented with fidelity they lose their ability to effectively change behavior and reduce recidivism
- Program Model Fidelity training provides staff with the knowledge and skills necessary for ongoing program monitoring
- The training reviews the research on the characteristics of the most effective programs and teaches skills necessary for staff to evaluate programs in terms of their adherence to these characteristics
- The curriculum includes instruction and practice on the development and use of program fidelity evaluation tools

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

DURATION: One day (8 hours) of instruction, followed by at least two days of onsite coaching and instruction; additional webinars for off-site coaching and report and recommendation writing are also offered

PREREQUISITE: None

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