

CJI Facilitated Trainings

The Crime and Justice Institute (CJI) at CRJ provides comprehensive training opportunities for direct-services staff, management staff and other system actors working within the criminal justice system. The trainings offered are aimed at providing 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 can also provide 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 will gain an understanding of the importance of adherence to these principles at all stages of the criminal justice process 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

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 goals towards rehabilitation
- 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 plan
- 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 including probation officers, parole officers and corrections officers

Duration: Two days (16 hours) of instruction with additional coaching times; PEI training is required as a prerequisite

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; PEI training is required as a prerequisite

Graduated Responses as an Evidence Based Practice

Training description:

- Research on what works in the criminal 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 response includes proportionate, consistent and timely consequences for behavior
- Graduated responses enhance interactions between staff and clients, using every contact to promote and model prosocial behaviors
- This training incorporates the PEI and CIS/CCP 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; PEI training is required as a prerequisite

Risk Assessment Implementation Fidelity

Training description:

- The PEI research suggests that for agencies to effectively manage their clients, the selection and appropriate use of a standardized, objective risk assessment tool 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 tool is being scored consistently across all staff using the tool
- 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 staff)

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

Program Model Fidelity

Training description:

- An oft forgotten component of PEI, 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
- The Program Model Fidelity training is designed to provide 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, management staff, 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