Understanding Evidenced-Based Practices (EBP)

DPO/JI Core
Goals: Answer these questions:

- What are the EBP principles and why should we care about them?
- What is fidelity and why does it matter?
- What is a validated assessment tool and why are they used?
- What are Risks and Needs and what difference do they make?
Evidence-Based Practices

- **Best Practices** – Do not necessarily imply attention to outcomes, evidence or measurable standards. Things we do that seem to work.

- **What Works** – Linkages to *general outcomes*, such as deterrence, rehabilitation and organizational efficiency, but does not specify the kind of outcomes desired.

- **Evidence-Based Practices (EBP)** – *accept causal link between program/policies/activities and outcome(s) such as reduced recidivism*; One outcome is desired over others; Outcome(s) are measurable;
ASSESS ACTUARIAL RISK/NEEDS

San Diego County Probation
Predicts likelihood of recidivism, failure to appear and future violence
Completed early on in the criminal justice process
A validated risk and need assessment should be used
Case plans and supervision strategy can be based on risk assessment
Conditions of probation and referrals for services should be based on needs assessment

*A risk assessment is a tool to use in conjunction with officer expertise. It is simply one element to guide our decisions and is not intended to replace officer judgement. Overrides are always an option

Tabletop Exercise: Myths & Facts
Actuarial Risks/Needs Assessment

- A validated, research-based tool(s) that objectively measures criminogenic risk factors predictive of an offender’s likelihood to recidivate.
- Identifies criminogenic need factors that are amenable to treatment and risk reduction.
The Risk Principle

- Tells us “who” to target
- Predicts future criminal behavior and matches interventions and supervision to the offender’s risk level
- Interventions should be focused primarily on higher risk offenders
- Low risk offenders often do worse when they receive intensive programs and supervision
- Identification should occur with a valid and reliable risk assessment

San Diego County Probation
Triage
Cutting the “Tail” Off One End of Your Caseload

Low Risk Offender - has more favorable pro-social thinking and behavior than other risk levels. Divert to administrative supervision.

Medium Risk

Higher Risk

MOST BANG FOR THE BUCK HERE

Extreme High Risk

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The Need Principle

- Identify criminogenic needs
- Prioritize top criminogenic needs (no more than 3)
- Intervention customized to the individual
- Behavioral Intervention has the most impact
- Static Factors are historical and unchangeable (example: age and criminal history)
- Dynamic Factors are changeable through deliberate interventions (example: substance abuse and employment)
Criminogenic Needs

Offenders are not high risk because they have a risk factor — they have multiple risk factors.

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Criminogenic Needs Table Discussion

- What are some of the criminogenic needs our clients have?
- Report Out

Class Discussion:
- Which ones matter the most?
- Which ones can we address?
Criminogenic Needs

Attitudes
Peer Associations
Personality

Family
Education/Employment
Substance Abuse
Leisure and Recreation

San Diego County Probation
Central Eight Criminogenic Needs

- Antisocial Attitudes
- HX Antisocial Behavior/Low Self-control
- Antisocial Peers
- Criminal Personality Makeup
- Disfunctional Family Relations
- Substance Abuse
- School/Work
- Leisure/Recreation
The Need Principle: Non-Criminogenic Needs

- Mental illness
- Stress/anxiety
- Self-esteem
- Discipline
- Creativity
- Cohesiveness of social group
- Vague emotional problems
- Physical activity
- Fear of official punishment
The Responsivity Principle: Match the Offender to the Treatment

- Gender, ethnicity, religion, race, age, mental illness, depression, anxiety, language, sexual orientation/identity
- Poor social skills, inadequate problem solving, concrete thinking processes, poor verbal skills, learning style, motivation (Bonta, 1995)
Responsivity Principle

- Target attitudes
- Build rapport (engagement)
- Use pro-social modeling, reinforcement and cognitive-behavioral techniques to influence change
- Use a strategic supervision structure in each individual session as well as over the entire supervision period;
  - IBIS
  - Incentives & Sanctions
Optimal amount of probation supervision needed to reduce recidivism
For high risk offenders, structure 40% to 70% of the offender’s time for 3 to 9 months.
  ◦ Re-evaluate as needed
Do the Math…

- **168** hours in a week - 56 sleeping hours = **112** hours
  - 40% of 112 is roughly **45** hours per week
  - 70% of 112 is roughly **78** hours per week

**Table Discussion**

- How do you structure an offender’s time?
- What kind of activities should they engage in?
- What kind of referrals can you provide?
Target Interventions – RNR

**RISK**
- **WHO**
  Deliver more intense intervention to higher risk offenders

**NEED**
- **WHAT**
  Target criminogenic needs to reduce risk for recidivism

**RESPONSIVITY**
- **HOW**
  Use CBT approaches
  Match mode/style of service to offender

**FIDELITY**
- **HOW WELL**
  Deliver treatment services as designed

San Diego County Probation
Impact of Adhering to the Core Principles of Effective Intervention: Risk, Needs, and Responsivity*

*All principles are equally important

* meta-analysis of 230 studies (Andrews et al., 1999)
ENHANCE INTRINSIC MOTIVATION

Inner Goals
Love of Learning
Doing Your Best

“Secret Sauce”
(The Significance of General Factors)

- **Features of the Individual client** = 40%
  - internal (IQ, Dual Diag., etc.)
  - external (Social Support Insurance)
- **Relationship w/ Counselor** = 30%
  - working ‘alliance’
  - accurate empathy
- **Placebo (anticipatory set)** = 15%
- **Intervention model** = 15%
  - Cognitive Behavior Intervention

(Lambert & Barley, 2001)
SKILL TRAIN WITH DIRECTED PRACTICE
The Treatment Principle

- The most effective treatment interventions:
  - Focus on current factors that influence behavior
  - Are action oriented (include practice/role playing)
  - Positively reinforce desired behavior

- The most effective behavioral models are:
  - Social learning—practice new skills and behaviors
  - Cognitive behavioral approaches that target criminogenic needs
Key Concepts of Cognitive Theories

- Thinking affects behavior
- Antisocial, distorted, unproductive irrational thinking causes antisocial and unproductive behavior
- Thinking can be influenced and changed
- We can change how we feel and behave by changing what we think
Increase Positive Reinforcement

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WELL, THANKS TO EVERYBODY FOR TAKING MY ADVICE AND ABANDONING THE UNION IN FAVOUR OF INDIVIDUAL CONTRACTS!

YOU’LL FIND THE BONUS I PROMISED UNDER YOUR SEAT, IN A PLAIN BROWN ENVELOPE!

WITH MY WORK HERE NOW FINISHED, LET ME HAND YOU OVER TO MY VERY CLOSE FRIEND—

MR STICK!

...SURE, NEXT YEAR’S CONTRACT LOOKS A LITTLE TOUGH, BUT IF YOU DON’T SIGN THERE’S PLenty OF INDIVIDUALS WHO WILL!

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San Diego County Probation
Incentives & Sanctions (Interventions)

- Based on “Operant Learning” theory
- Behavior that is reinforced will increase
- Behavior that is punished will decrease
- Responses to non-compliance should not be more intrusive or restrictive than necessary
Reinforcement

<table>
<thead>
<tr>
<th>Incentives</th>
<th>Sanctions/Interventions</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Positive reinforcement is more effective for long term behavior change</td>
<td>• Immediate</td>
</tr>
<tr>
<td>• 4 positives to every negative</td>
<td>• Certain</td>
</tr>
<tr>
<td>• Choose incentives that motivate the individual</td>
<td>• Relevant</td>
</tr>
<tr>
<td></td>
<td>• Consistent</td>
</tr>
</tbody>
</table>

San Diego County Probation
ENGAGE SUPPORT IN THE COMMUNITY

- Community Reinforcement Approach
- Family members
- Spouses/Nana
- Supportive others
- 12 step/Sponsor
- Religious activities
- Mentor/Coach/Teacher
Measure Relevant Processes & Practices

- Business Intelligence Unit
- Research Policy and Science Division
- Annual Report
- Annual Statistical Report
- Monthly Performance Measures
- Performance Evaluations
- Use of Community Programs Checklist to evaluate programs
- CRD referrals
Department Stats

Class Discussion
What does the department do with your data? (PCMS, monthly stats, reports, etc.)

- Chiefs Report
  - Data driven decisions
  - Recidivism
  - Use of EBP
  - Case management
San Diego County Department of Probation Presents:

The EBP Game
Questions or comments?

Thank you for your participation!😊

GOOD JOB!

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