

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Baseline

SPEP™ ID and Time: 113-T01

Agency Name: Pathways Adolescent Center
Program Name: Transitional Living Program
Service Name: Female Residential Program and Male Residential
Cohort Total: 13
Timeframe of Selected Cohort: Jun. 1, 2016 - Apr. 1, 2017
Referral County(s): Armstrong (1), Butler (3), Clarion (1), Clinton (1), Jefferson (1), Lawrence (1), Venango (4), and Warren (1)
Date(s) of Interview(s): Jan. 5, 2017
Lead County: Venango and Mercer
Probation Representative(s): Julie Bullard, Venango Co. and Pam Farkas, Mercer Co.
EPIS Representative: Heather Perry

Description of Service:

Located in Oil City Pennsylvania, Pathways Adolescent Center is a privately owned residential facility provider that serves Pennsylvania youth referred by Children and Youth and Juvenile Probation. Their campus consists of a 28 bed male residential unit, a Transitional Living Program for youth aged 14-16, a 28 bed female residential/transitional living unit named New Beginnings, two 12 bed male transitional living units, a counseling center, a recreation facility, and a private academic school. Craig Psychological Services provides treatment and counseling on site that includes drug and alcohol, family, individual and group counseling, as well as Aggression Replacement Training (ART) and Seeking Safety. Specialized treatment, such as Grief Counseling or Sexual Abuse Curriculum must be approved by the referring agency. Further, each youth has the opportunity to complete Community Service Projects, Court Ordered Community Service Completion, Restitution/Payment Plans/Personal Banking, Employment, and Money Management Skills. Pathways offers Behavioral Modification Programming while incorporating Cognitive Behavioral Therapy techniques with counseling services. The Residential Programs have a daily point system, which each youth will have the opportunity to ascend or descend, depending on how well he/she is able to meet the expectations of the Program and any applicable focal goals of counseling. Running parallel to one's movement within the point system is an increasing number of privileges. Privileges include home passes, late bedtime, special activity privileges, etc. The privilege system is designed primarily for group management purposes. Pathways offers two male and one female Transitional Living Programs that utilize the Ansell Casey Testing to aid in making an individualized transitional living plan. These results will indicate strengths, and deficient areas that need to be addressed. The Transitional Living Component also offers the resident the ability to obtain employment, attend public school and activities (if appropriate), and have additional counseling services that entail basic life skills with an adaptation to the Individual Service Plan to meet his/her discharge needs. Youth that have paid their restitution in full will place 25% of his weekly/biweekly paycheck into a checking account to be budgeted for outings, off-campus free time, etc. The remaining 75% of his weekly paycheck is deposited into a savings account. These finances will be reserved for the youth to have upon discharge. The focus of this report is the vocational/job training services that are provided to all non-shelter youth. According to the Pathways Adolescent Center manual and the Employability and Soft Skills manual, educational and vocational services are run directly through the Riverview Intermediate Unit. Vocational programming is designed to meet the standards of the Pennsylvania Academic and Career/Technical Training Alliance (PACTT). PACTT assists in providing vocational services within the educational program. The goal is to provide the youth with vocational education and training that will assist him in obtaining and sustaining long term employment. All residents are given assessments to assist youth to explore career options/interests through Career Link, OVR, the ASVAB, and the ANSEL Casey inventory. Also available to residents is an on-site work program at Pathways in dietary (which consists of serving and cleaning in the on grounds cafeteria), grounds maintenance (which is general cleaning of the facility), and landscaping (which is outside maintenance of the facility grounds). These paid work programs also include training and course-work.

The four characteristics of a service found to be the most strongly related to reducing recidivism:

1. **SPEP™ Service Type:** Job Related Training-Job Training

Based on the meta-analysis, is there a qualifying supplemental service? Yes

If so, what is the Service Type? Remedial Academic Program

Was the supplemental service provided? No Total Points Possible for this Service Type: 10

Total Points Received: 5 Total Points Possible: 35

2. **Quality of Service:** Research has shown that programs that deliver service with high quality are more likely to have a positive impact on recidivism reduction. Monitoring of quality is defined by existence of written protocol, staff training, staff supervision, and how drift from service delivery is addressed.

Total Points Received: 20 Total Points Possible: 20

3. Amount of Service: Score was derived by calculating the total number of weeks and hours received by each youth in the service. The amount of service is measured by the target amounts of service for the SPEP™ service categorization. Each SPEP™ service type has varying amounts of duration and contact hours. Youth should receive the targeted amounts to have the greatest impact on recidivism reduction.

Points received for Duration or Number of Weeks: 2

Points received for Contact Hours or Number of Hours: 6

Total Points Received: 8 **Total Points Possible:** 20

4. Youth Risk Level: The risk level score is compiled by calculating the total % of youth that score above low risk, and the total % of youth who score above moderate risk to reoffend based on the results of the YLS.

12 youth in the cohort are Moderate, High, Very High YLS Risk Level for a total of 10 points

7 youth in the cohort are High or Very High YLS Risk Level for a total of 13 points

Total Points Received: 23 **Total Points Possible:** 25

Basic SPEP™ Score: 56 total points received out of 100 points. Compares service to any other type of SPEP™ therapeutic service. (e.g. individual counseling compared to cognitive behavioral therapy, social skills training, mentoring, etc.)

Note: Services with scores greater than or equal to 50 show the service is having a positive impact on recidivism reduction.

Program Optimization Percentage: 75% This percentage compares the service to the same service types found in the research. (e.g. individual counseling compared to all other individual counseling services included in the research.)

The SPEP™ and Performance Improvement

The intended use of the SPEP™ is to optimize the effectiveness of reducing recidivism among juvenile offenders. Recommendations for performance improvement are included in the service Feedback Report, and these recommendations are the focus of the Performance Improvement Plan, a shared responsibility of the service provider and the juvenile probation department.

The Job Training Program scored a 56 for the Basic Score and 75% Program Optimization Percentage. It is classified as a Group 1 service - Job Related Training - Job Training service type. The program could continue to improve its capacity for recidivism reduction through:

1. Service Type:
 - a. Enhance the Remedial Academic Program by tying it to the Job Training Program. (For example, assistance with portfolios)
2. Quality of Service Delivery:
 - a. Train the supervisors on the Job Training Program.
 - b. Ensure lesson plans are developed and referenced during service delivery with regularity.
 - c. Enhance the current policy/practice to identify specific corrective action steps that would occur when drift in service delivery is identified.
3. Amount of Service:
 - a. Explore opportunities to ensure students reach a minimum of 25 weeks and 400 hours of service
4. Risk Level of Youth Served:
 - a. Continue to serve moderate, high and very high risk youth.

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Reassessment 1 SPEP™ ID and Contact Time: 0113-T02

Agency/Program Name: Pathways Adolescent Center/Male Independent Living; Male PAC 1; Male PAC 2; Female Independent Living

Service Name: Job Training Program

Cohort Total: 19

Cohort Time Frame: Youth that began the service on/after June 1, 2021 and ended on/before January 1, 2023

Referral County(s): Butler (4); Dauphin (1); Erie (1); Fayette (1); Jefferson (1); Lawrence (2); McKean (1);
Mercer (2); Venango (4); Washington (1); Westmoreland (1)

Feedback Report Delivery: December 12, 2023

County/Probation Officer(s) Involved: Julie Bullard (Venango); Isaac Hastings (Venango); Alex Hromyak (Erie);
Pam Farkas (Mercer)

EPIS SIS(s): Shannon O'Lone

Pathways Adolescent Center (PAC) is a privately owned residential facility provider that serves Pennsylvania youth referred by Children and Youth and Juvenile Probation. Pathways Adolescent Center offers both male (PAC) and female residential units (New Beginnings) which are both twenty-eight (28) bed, privately owned, residential facilities located in Oil City, Pennsylvania. Pathways also accommodates shelter youth within these programs. The boys' and girls' programs accept youth from ages 11-20 years of age. Pathways also offers a (12) bed step down male program (PAC 2) for youth ages 13-15 that have done well in the residential program. All programs provide comprehensive care in response to the individual needs of troubled youth and their families in close cooperation with other service providers.

As part of all residential programs, Pathways provides a privately licensed academic school. Youth have the opportunity to graduate from private school, graduate based on IEP goals, obtain a GED, attend public school/local CTE, and take college courses on site. During the first 30 days of a youth's stay, Pathways creates an Individual Service Plan to drive treatment based on the YLS, case plans, and psychological evaluation. This plan is updated every 6 months. Pathways' focus is to offer Behavioral Modification Programming while incorporating Cognitive Behavioral Therapy and Trauma-Informed techniques within counseling services offered.

Pathways offers the Job Training service to youth in the Male and Female Transitional Living Programs, Pathways Adolescent Center, PAC 2, and Pathways New Beginnings Programs. Specifically, moderate to high-risk and very high-risk youth ages 14-20 with targeted needs in the Education/Employment domain of the Youth Level of Service (YLS) assessment will be appropriate for referral into the Job Training service. Eligible youth for Job Training will receive the Casey Life Skills Assessment (CLSA) within the first 30 days of their admission. The CLSA is a youth-centered tool that assesses life skills youth need for their well-being, confidence, and safety as they navigate high school, post-secondary education, and employment. The results of the youth's CLSA are used to determine the level of independent living skills needed and to assist in the development of the individual service plan, independent living plan, and discharge recommendations.

The Job Training service is delivered through an integrated strategy for curriculum-based learning which includes Pennsylvania Career & Technical Training (PACTT), Phillip Roy Curriculum, and the FDIC's Money Smart for Young Adults curriculum which outlines 12 modules for financial literacy. Daily unit groups are conducted utilizing the Money Smart curriculum for one hour five days a week. Instruction through the Phillip Roy Curriculum and the PACTT Employability & Soft Skills Manual occurs in daily Life Skills class on site in Pathways' Private Academic School. Youth are able to earn OSHA 10 and ServSafe certifications through PACTT. Edgenuity software platform is available in the Life Skills class for all topics and is used to track youth progress. The following topics include: Career and Awareness Exploration, Job Seeking Skills, Job Retention/Career Advancement, Life Skills, Personal & Social Development Skills, Employability Portfolio Content

In addition, Pathways contracts with Wolfe's Youth Employment Solutions' (WYES) Pre-employment Transition Services (PETS) to assist the youth with opportunities through the Office of Vocational Rehabilitation (OVR). WEYS provides several opportunities to youth at Pathways. One such example, Professional Connection Experience (PCE), is a 60-hour course designed to present instructional information on 4 PA Career Education and Work Standards. These services are designed to promote job readiness skills, vocational training and exposure to career readiness opportunities. PCE groups are also held within the units for an additional three hours, three times per week before the youth transitions to field experiences. The first portion of the course (30 hours) is an instructional segment which lays the foundation for the activities in the second portion of the program. The second portion (30 hours) aims to connect youth to community resources and access to area entrepreneurs, corporations, businesses and agencies where youth can participate in tours, panel discussions, mini job shadows, mock interviews and other opportunities for observation and demonstration of communication skills. WYES also provides Paid Work Experiences (PWE's) and Job Shadow experiences. Eligible youth will work with a representative through OVR to identify potential employment opportunities in the community. The Program Coordinator works with youth to secure employment in the local community and track youth's work hours and to communicate with local employers throughout their work experience. Exit evaluations are completed by youth prior to discharge from the Job Training service (discharge from Pathways) to gather feedback on their experience and to ensure portfolios are accessible to exiting youth.

The four characteristics of a service found to be the most strongly related to reducing recidivism:

1. **SPEP™ Service Type:** Job Related Training-Job Training

Based on the meta-analysis, is there a qualifying supplemental service? Yes

If so, what is the Service Type? Remedial Academic Program

Was the supplemental service provided? No Total Points Possible for this Service Type: 5

Total Points Received: 5 Total Points Possible: 35

2. **Quality of Service:** Research has shown that programs that deliver service with high quality are more likely to have a positive impact on recidivism reduction. Monitoring of quality is defined by existence of written protocol, staff training, staff supervision, and how drift from service delivery is addressed.

Total Points Received: 20 Total Points Possible: 20

3. Amount of Service: Score was derived by calculating the total number of weeks and hours received by each youth in the service. The amount of service is measured by the target amounts of service for the SPEP™ service categorization. Each SPEP™ service type has varying amounts of duration and dosage. Youth should receive the targeted amounts to have the greatest impact on recidivism reduction. Targeted duration and dosage for this service is 25 weeks, 400 hours.

<u>12</u>	youth in the cohort of	<u>19</u>	received the targeted Duration or Number of Weeks for a total	<u>6</u>	points
<u>12</u>	youth in the cohort of	<u>19</u>	of received the targeted Dosage or Number of Hours for a total of	<u>6</u>	points

Total Points Received: 12 **Total Points Possible:** 20

4. Youth Risk Level: The risk level score is compiled by calculating the total % of youth that score above low risk, and the total % of youth who score above moderate risk to reoffend based on the results of the YLS. The Risk Levels of Youth admitted to the service were: 2 low risk, 16 moderate risk, 1 , high risk, and 0 very high risk.

<u>17</u>	youth in the cohort of	<u>19</u>	are Moderate, High, Very High YLS Risk Level for a total of	<u>10</u>	points
<u>1</u>	youth in the cohort of	<u>19</u>	are High or Very High YLS Risk Level for a total of	<u>0</u>	points

Total Points Received: 10 **Total Points Possible:** 25

Basic SPEP™ Score: 47 total points received out of 100 points. Compares service to any other type of SPEP™ therapeutic service. (e.g. individual counseling compared to cognitive behavioral therapy, social skills training, mentoring, etc.)

Note: Services with scores greater than or equal to 50 show the service is having a positive impact on recidivism reduction.

Program Optimization Percentage: 63% This percentage compares the service to the same service types found in the research. (e.g. individual counseling compared to all other individual counseling services included in the research.)

The SPEP™ and Performance Improvement

The intended use of the SPEP™ is to optimize the effectiveness of reducing recidivism among juvenile offenders. The service could improve its capacity for recidivism reduction by addressing the following recommendations:

1. Regarding Quality of Service Delivery:

a. Staff Training:

- i. Create a specialized training for the Job Training service which encompasses all aspects of service delivery
- ii. Create a booster training specific to Job Training to be delivered on a yearly basis
- iii. Look for ways to incorporate existing practices (e.g leadership meetings) into documentation of booster trainings

b. Staff Supervision:

- i. Consider adding service specific section to yearly performance evaluations to include all aspects of delivery of Job Training service

c. Organizational Response to Drift:

- i. Continue to refine drift policy specific to Job Training (e.g. document how missed sessions are remediated; all available ideas to correct drift/leadership meeting discussion)

2. Regarding Amount of Service:

- a. Continue to find ways to expand service to align to dosage and duration targets of 25 weeks and 400 hours

3. Regarding Risk Level of Youth Served:

- a. Continue to target moderate to high and very high risk youth for this service