

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Baseline

Name of Program and Service: Loysville YDC-All cottages & Secure-Vocational Counseling Program

Cohort Total: 12

SPEP ID: 135-T01

Selected Timeframe: Aug. 1, 2015-Dec. 31, 2016

Date(s) of Interview(s): Oct. 7, 2016

Lead County & SPEP Team Representatives: Sue Claytor, York Co. & Heather Perry, EPISCenter

Person Preparing Report: Sue Claytor & Heather Perry

Description of Service: *This should include a **brief** overview of the service within the context of the program, the location and if community based or residential. Indicate the type of youth referred, how the service is delivered, the purpose of service and any other **relevant** information to help the reader understand the SPEP service type classification. (350 character limit)*

Loysville Youth Development Center (LYDC) is a state secure facility that provides residential services for moderate to high risk male youth. Referrals are made to the State Court Liaison for LYDC by the juvenile probation department. The State Court liaison determines whether the youth is appropriate for LYDC or another state facility. This facility consists of six separate cottages as well as a secure unit. Each cottage has a specific focus in terms of the treatment received by the youth: ZB cottage focuses on D&A issues, Williams Cottage focuses on lower functioning youth that are in need of academic remediation, East Penn is general residential, Juniata is short term and focuses on older youth who have their GED/Diploma and need vocational counseling and payment of restitution, Allegheny focuses on younger youth and STAR focuses on youth identified with mental health needs. The Vocational Counseling program is provided at LYDC through their school, counseling center, and within each cottage and the secure unit. BJJS LYDC direct care staff and employees of the PDE CAIU provide the services. Upon intake all youth are assessed by the Transitional Services Coordinator (TSC) and the YLS is reviewed to identify their vocational needs. Youth are involved in numerous vocational counseling services averaging 65 hours. The breakdown of the services are as follows: LYDC Core Vocational Counseling Services: The TSC provides aftercare planning and will facilitate the development of a Discharge Portfolio that contains documents that are useful for reintegration into the community with an emphasis on employment related documents. Counseling Center Employability Group - The group covers a variety of content and skill development activities that enhance the employment prospects of the participants. Casey Life Skills Assessment and Curricula - This measure consists of 113 items that assess skills, knowledge, and awareness in seven areas. LYDC Specialized Vocational Counseling Services include Post-Secondary Education Preparation/Initial Job Search, Employability Group Aftercare and Advanced Employability - These services provide additional instruction and/or skill practice focused on the deficiencies presented during the sessions. CAIU Core Vocational Counseling Services include Tests of Adult Basic Education (TABE) Career Zone, Scholastic Aptitude Test (SAT) Administration, Armed Services Vocational Aptitude Battery (ASVAB) Administration and support for youth with Individualized Education Plans (IEP). Students who are close to completing or having recently completed their high school education may elect to receive services from the Transitions Coordinator.

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

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

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? Yes Total Points Possible for this Service Type: 10

Total Points Earned: 10 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 and supervision, and how drift from service delivery is addressed.

Total Points Earned: 10 Total Points Possible: 20

3. **Amount of Service:** Score was derived from examination of weeks and hours each youth in the cohort received 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.

Points received for Duration or Number of Weeks: 8

Points received for Dosage or Number of Hours: 8

Total Points Earned: 16 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 or Very High YLS Risk Level for a total of 12 points

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

Total Points Earned: 25 Total Points Possible: 25

Basic SPEP™ Score: 61 total points awarded out of 100 points. Compares service to any other type of SPEP therapeutic service. (eg: 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: 82% This percentage compares the service to the same service types found in the research. (eg: 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 local juvenile court. The recommendations for this service included in the feedback report are:

1. Enhance Written Protocol:
 - a. Develop a formal curriculum for the Job Coach Transition Coordinator that describes the service by topic/lesson or session. Review and update the curriculum regularly.
2. Enhance Staff Training:
 - a. Develop training or shadowing checklists to ensure the delivery staff is competent and trained to deliver the service
 - b. Provide booster/refresher training that is specific to Vocational Counseling and/or Remedial Academics and document the list of attendees.
3. Enhance On-going Staff Supervision:
 - a. Develop an evaluation that enables the supervisor to measure the staff's performance related to delivery of the service at pre-determined timeframes. The supervisor should provide documentation of this evaluation to the staff member.
 - b. Specifying curriculum(s) staff are trained to deliver in performance evaluations and address their performance in relation to that curriculum.
4. Enhance Organizational Response to Drift:
 - a. Document procedures that specifically address steps to be taken should a teacher fail to provide instruction as it is intended to be delivered, and ensure that these procedures are systematically applied.
 - b. Enhance data collection to include outcome data and/or peer reviews in all components of the Vocational Counseling Program.
 - c. Investigate ways to improve the effectiveness of the service in all components of the Vocational Counseling Program.
5. Amount of Service: Investigate ways to increase the number of weeks of service and contact hours to reach the recommended 20 weeks and 40 hours.
6. Continue to target high risk youth as residents.

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Reassessment 1

SPEP™ ID and Time: 0135-T02

Agency Name: Bureau of Juvenile Justice Services (BJJS)

Program Name: Loysville Youth Development Center (LYDC)

Service Name: Vocational Counseling

Cohort Total: 110

Timeframe of Selected Cohort: January 1, 2019 - June 30, 2020

Referral County(s): Allegheny (7), Berks (1), Bradford (1), Bucks (1), Cambria (1), Carbon (1), Chester (4), Dauphin (6), Delaware (1), Erie (2), Fayette (2), Lancaster (1), Lehigh (7), Luzerne (2), Mifflin (1), Monroe (1), Montgomery (4), Philadelphia (54), Schuylkill (1), Westmoreland (3), York (9)

Date(s) of Interview(s): April 8, 2020 and May 7, 2020

Lead County: Dauphin

Probation Representative(s): Matt Foster & Joe Gifford (Dauphin), Sue Claytor & Andrew Guise (York County)

EPIS Representative: Lisa Freese

Description of Service:

Loysville Youth Development Center (LYDC) is a state secure facility that provides residential services for moderate to high risk male youth. This facility consists of four 12-bed cottages as well as a secure unit that can house 18 youth. Each cottage has a specific focus in terms of the treatment received by the youth. ZB cottage focuses on youth with substance abuse issues. STAR cottage is for youth with significant mental health issues. Juniata focuses on older youth who have deeply ingrained delinquent values with special emphasis on educational remediation and vocational counseling/work training. Allegheny Cottage is for youth with antisocial thinking and attitudes along with aggressive and violent behaviors. The Secure Unit is for youth ages 16-20 and addresses individualized treatment issues along with learning and displaying appropriate pro-social behavior.

The focus of this report is Vocational Counseling. All youth participate in this service in varying degrees. The lessons are based on PACTT Soft Skills Checklist. Core services that all youth receive include multiple assessments such as Casey Life Skills, Test of Adult Basic Education, Career Zone (Career Interest Profiler). There is also a 5 hour on line interview skills training course that is available to residents. Residents have a minimum of two sessions with a Transitional Services Coordinator to assist with vocational planning in the community. All residents are enrolled in vocational classes provided by Capital Area Intermediate Unit which also address job obtainment and retention skills identified by PACTT and is known as the Employability curriculum. The bulk of vocational counseling is delivered in the classroom by the teachers. Specialized services depending on resident need include individual counseling to specifically address vocational issues, completing the SAT or ASVAB assessments and specialized work with the CAIU Transitional Coordinator.

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

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

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? Yes **Total Points Possible for this Service Type:** 10

Total Points Received: 10 **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: 10 **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: 8
Points received for Contact Hours or Number of Hours: 8

Total Points Received: 16 **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.

<u>99</u>	youth in the cohort are Moderate, High, Very High YLS Risk Level for a total of youth	<u>10</u>	points
<u>46</u>	in the cohort are High or Very High YLS Risk Level for a total of	<u>13</u>	points

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

Basic SPEP™ Score: 59 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: 79% 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.

Vocational Counseling received a 59 for the Basic Score and a 79% Program Optimization Percentage. These Basic Scores represent a decrease of 2 percentage point(s) from the initial SPEP™ Assessment. These POP Scores represent a decrease of 3 percentage point(s) from the initial SPEP™ Assessment.

The service was classified as a Group 1 service; Job-related interventions; Vocational Counseling. There is a qualifying supplemental service of Remedial Academic Training found in the research, which was used to enhance this service. The Quality of Service Delivery was found to be at a Medium Level. For Amount of Service, 85% of the youth received the recommended targeted weeks of duration and 80% of the youth received the recommended targeted contact hours for this service type. The Risk Levels of Youth admitted to the service were: 10% low risk, 48% moderate risk, 41% high risk, and 1% very high risk. The service could improve its capacity for recidivism reduction by addressing the following recommendations:

1. Regarding Quality of Service Delivery:
 - a. Written Protocol:
 - i. Review the written protocol/curriculum at predetermined timeframes and provide documentation that it was reviewed and shared with staff.
 - b. Staff Training:
 - i. Document routine booster trainings specific to delivery of Vocational Counseling and document those in attendance.
 - ii. Provide evidence that the supervisors are trained to deliver Vocational Counseling.
 - iii. Develop policy for specific training related to Vocational Counseling for employees delivering the service.
 - c. Staff Supervision:
 - i. Provide written documentation that Vocational Counseling is observed by the supervisor of the staff delivering it.
 - ii. Supervisors should establish a predetermined timeframe to observe staff facilitating Vocational Counseling.
 - iii. Following an observation, the supervisor should provide written feedback to the staff delivering the service.
 - d. Organizational Response to Drift:
 - i. Create a data review process to examine fidelity and quality of service delivery of Vocational Counseling.
 - ii. Consider developing a pre and post-test for residents to assist in adapting or improving delivery of Vocational Counseling.
2. Regarding Amount of Service:
 - a. Continue to communicate to referral sources that youth in a Job Training Vocational Counseling service should remain in that service for a minimum of 20 weeks.
 - b. Continue to communicate to referral sources that youth in a Job Training Vocational Counseling service should remain in that service for a minimum of 40 hours.
3. Regarding Risk Level of Youth Served:
 - a. Continue to communicate to referral sources that this service targets moderate to very high risk youth.