

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Baseline

Name of Program and Service: Community Specialists Corporation-The Academy-Aggression Replacement Training
Cohort Total: 32 SPEP ID: 15-T01
Selected Timeframe: Jan. 2013-Dec. 2013
Date(s) of Interview(s): Apr. 16, 2014
Lead County & SPEP Team Representatives: Doug Braden, Allegheny Co. & Shawn Peck, EPISCenter
Person Preparing Report: Shawn Peck & Doug Braden

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)*

Community Specialists Corporation program: The Academy Day/Evening Program is comprised of two components:

- 1) The Academy Integrated Program provides supervision and programming to male and female JPO youth committed to The Academy and also enrolled in their charter school, and;
- 2) The Academy Treatment and Aftercare Program provides supervision and programming to male and female JPO youth who have been committed to this program by the Court per a new charge or technical violation. This program is also used for JPO youth that are transitioning back to their home and community as a step down/transition from a residential placement.

The Academy's charter school, along with both of their Day/Evening components, is housed in the same facility located within one of Pittsburgh's southern neighborhoods. Youth committed to the Integrated Program attend the charter school and after school programming each weekday and one weekend day. Youth in the Treatment and Aftercare Program attend programming (staggered per services) three times per week and one weekend day. Youth are transported to and from the program by The Academy staff. Commitment periods for these youth are generally from 3 to 5 months.

The Treatment and Aftercare Program provides supervision and competency-development programming to JPO committed youth in their homes and in the community. All services offered through the Treatment and Aftercare program are designed to focus on competency-skill development based on the Balanced Approach to Restorative Justice. Students participate in programming based on their individual strengths, needs, abilities and preferences. Services included but are not limited to: Individual drug & alcohol counseling, Aggression Replacement Training (ART), Victim Awareness, Employability Skills Development, Life Skills, Community Service Projects, School Visits & Academic Support, Family Support Services, and Post-secondary Education Planning & Assistance. Through participation in The Academy sponsored work programs and community service projects, students may also have opportunity to fulfill court-ordered community service and restitution obligations, as well as court-mandated fees. The Academy's outpatient alcohol component is licensed by Department Drug & Alcohol Prevention. All Academy programs are also CARF-accredited. Additionally, a licensed outpatient mental health/psychiatric outpatient clinic is provided on-site during the week.

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

1. **SPEP™ Service Type:** Cognitive-behavior Therapy

Based on the meta-analysis, is there a qualifying supplemental service? No

If so, what is the Service type? There is no qualifying supplemental service

Was the supplemental service provided? n/a Total Points Possible for this Service Type: 35

Total Points Earned: 35 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: 6

Points received for Dosage or Number of Hours: 8

Total Points Earned: 14 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.

30/32 youth in the cohort are Moderate, High or Very High YLS Risk Level for a total of 10 points

5/32 youth in the cohort are High or Very High YLS Risk Level for a total of 3 points

Total Points Earned: 13 Total Points Possible: 25

Basic SPEP™ Score: 72 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: 72% 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:

The Academy's Treatment and Aftercare Program service of Aggression Replacement Training (ART) scored a 72% Program Optimization Percentage. It is classified as a Group 5 service; Cognitive-Behavioral Therapy with no qualifying supplemental service. The quality of the service was found to be at a Medium level. The risk levels of youth admitted to the program were 6% as low risk, 79% as moderate risk and 16% as high risk. The amount of service provided to the clients was 85% of the recommended targeted weeks of duration and 72% of the recommended target contact hours for this service type.

The Academy is largely providing ART on an individual basis rather than in a group context as the Model recommends. During the SPEP Interview, it was acknowledged that this was not best practice and alternative solutions are under consideration. Rather than utilizing the Fidelity Tool that was developed by ETA to ensure that groups were being facilitated according to the Model, The Academy developed their own tool that measures the behavior of the youth participating in the group.

The program's service of Aggression Replacement Training (ART) could improve its capacity for recidivism reduction through:

1. Facilitating ART in group context as the Model recommends and ensure that there is no variance in starting and ending dates for all domains.
2. Ensuring that a program Co-facilitator is present in each ART Group.
3. Utilization of the Fidelity tools developed by ETA for each group rather than measurement tools developed by the Agency.
4. Developing a process wherein the Train-the-Trainer regularly reviews Fidelity Tools in order to provide facilitators with specific feedback to ensure Model Adherence.
5. Developing an agency policy that outlines how to prevent drift from delivering ART with high fidelity.

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Reassessment

Name of Program and Service: Community Specialists Corporation-The Academy-Aggression Replacement Training
Cohort Total: 26 SPEP ID: 15-T02
Selected Timeframe: Jan. 12, 2015-Jul. 31, 2015
Date(s) of Interview(s): Nov. 18, 2015
Lead County & SPEP Team Representatives: Doug Braden, Allegheny Co. & Shawn Peck, EPISCenter
Person Preparing Report: Shawn Peck & Doug Braden

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)*

Community Specialists Corporation program: The Academy Day/Evening Program is comprised of two components:

- 1) The Academy Integrated Program provides supervision and programming to male and female JPO youth committed to The Academy and also enrolled in their charter school, and;
- 2) The Academy Treatment and Aftercare Program provides supervision and programming to male and female JPO youth who have been committed to this program by the Court per a new charge or technical violation. This program is also used for JPO youth that are transitioning back to their home and community as a step down/transition from a residential placement.

The Academy's charter school, along with both of their Day/Evening components, is housed in the same facility located within one of Pittsburgh's southern neighborhoods. Youth committed to the Integrated Program attend the charter school and afterschool programming each weekday and one weekend day. Youth in the Treatment and Aftercare Program attend programming (staggered per services) three times per week and one weekend day. Youth are transported to and from the program by The Academy staff. Commitment periods for these youth are generally from 3 to 5 months.

The Treatment and Aftercare Program provides supervision and competency-development programming to JPO committed youth in their homes and in the community. All services offered through the Treatment and Aftercare program are designed to focus on competency-skill development based on the Balanced Approach to Restorative Justice. Students participate in programming based on their individual strengths, needs, abilities and preferences. Services included but are not limited to: Individual drug & alcohol counseling, Aggression Replacement Training® (ART®), Victim Awareness, Employability Skills Development, Life Skills, Community Service Projects, School Visits & Academic Support, Family Support Services, and Post-secondary Education Planning & Assistance. Through participation in The Academy sponsored work programs and community service projects, students may also have opportunity to fulfill court-ordered community service and restitution obligations, as well as court-mandated fees. The Academy's outpatient alcohol component is licensed by Department Drug & Alcohol Prevention. All Academy programs are also CARF-accredited. Additionally, a licensed outpatient mental health/psychiatric outpatient clinic is provided on-site during the week.

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

1. **SPEP™ Service Type:** Cognitive-behavior Therapy

Based on the meta-analysis, is there a qualifying supplemental service? No

If so, what is the Service type? There is no qualifying supplemental service

Was the supplemental service provided? n/a Total Points Possible for this Service Type: 35

Total Points Earned: 35 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: 6

Points received for Dosage or Number of Hours: 4

Total Points Earned: 10 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.

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

6 youth in the cohort are High or Very High YLS Risk Level for a total of 5 points

Total Points Earned: 17 Total Points Possible: 25

Basic SPEP™ Score: 72 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: 72% 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:

Aggression Replacement Training® (ART)® is classified as a Group 5 service; Cognitive-Behavioral Therapy service type. ART® delivered by: The Integrated Program and The Academy Treatment and Aftercare Program scored a 72% for the Basic Score and a 72% Program Optimization Percentage. These scores show no change from the baseline findings of the Initial SPEP™ Assessment.

1. Quality of Service Delivery:
 - a. Regarding Organizational Response to Drift:
 - i. It is recommended that an agency policy and procedure be developed that documents the systematic application of these procedures/policies.
 - ii. It is recommended that specific corrective action steps be taken should “drift” in service delivery occur. These steps should identify which action the organizational leadership will take in response to drift, an “if-then” approach.
2. Regarding Service Amount: Continue to communicate the recommended duration of Aggression Replacement Training® ART® with Allegheny County Juvenile Court.
3. Regarding Youth Level of Risk: Continue to accept Moderate to High Risk youth that are best suited for this service.

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results:

SPEP™ ID and Time: _____

Agency Name: _____

Program Name: _____

Service Name: _____

Cohort Total: _____

Timeframe of Selected Cohort: _____

Referral County(s): _____

Date(s) of Interview(s): _____

Lead County: _____

Probation Representative(s): _____

EPIS Representative: _____

Description of Service:

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

1. SPEP™ Service Type:

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

If so, what is the Service Type?

Was the supplemental service provided? Total Points Possible for this Service Type: _____

Total Points Received: _____ 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: _____ 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: _____

Points received for Contact Hours or Number of Hours: _____

Total Points Received: _____ **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.

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

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

Total Points Received: _____ **Total Points Possible:** 25

Basic SPEP™ Score: _____ 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: _____ 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 Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Reassessment 3

SPEP™ ID and Time: 015-T04

Agency Name: Community Specialists Corporation
Program Name: The Academy Day & Evening Program
Service Name: Aggression Replacement Training®
Cohort Total: 24
Timeframe of Selected Cohort: Jan. 21, 2019 - Jan. 17, 2020
Referral County(s): Allegheny
Date(s) of Interview(s): Feb. 24, 2020 & Feb. 24, 2020
Lead County: Allegheny County Juvenile Probation
Probation Representative(s): William Shultz, Placement Liaison
EPIS Representative: Christa Park, SPEP™ Implementation Specialist

Description of Service:

Community Specialists Corporation is a service provider that offers community-based programs for youth involved with Allegheny County Juvenile Probation (JPO), as well as offers residential programming to youth from across Pennsylvania and several surrounding states. A charter school is also provided for Allegheny County youth. The Academy's community-based programming, operational since 1982, at one time provided day/evening services to over 300 Allegheny County JPO youth. That larger and more traditional Day/Evening program is now comprised of two components:

- The Academy Integrated Program provides supervision and programming to male and female JPO youth committed to The Academy and also enrolled in the charter school, and;
- The Academy Treatment & Aftercare Program provides supervision and competency-development programming to male and female JPO youth who have been committed to this program by the Court per a new charge or technical violation. This program is also used for JPO youth that are transitioning back to their home and community as a step down/transition from a residential placement.

The Academy is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF); it is located within one of Pittsburgh's southern neighborhoods. Youth are transported to and from the facility by The Academy staff. Youth committed to The Academy attend services Monday through Friday and on Saturday. Programming is based on individual strengths, needs, abilities and preferences. Services included but are not limited to:

- Individual Drug & Alcohol Counseling
- Aggression Replacement Training® (ART®)
- Victim Awareness
- Employability Skills Development
- Life Skills
- Community Service Projects
- School Visits & Academic Support
- Family Support Services
- Post-secondary Education Planning & Assistance
- Mental Health Counseling
- Psychiatric Services

Through participation in The Academy-sponsored work programs and community service projects, youth may also have opportunity to fulfill court-ordered community service and restitution obligations, as well as court-mandated fees. Commitment periods for youth are generally from 3 to 5 months.

Aggression Replacement Training® (ART®) is an evidence-based curriculum proven to help juveniles reduce aggressive behavior and develop pro-social and moral reasoning skills. ART® is a multimodal psycho-educational intervention designed to alter the behavior of chronically aggressive adolescents and young children. The program incorporates three specific interventions: Skillstreaming, Anger Control Training, and Moral Reasoning Training.

- Skillstreaming uses modeling, role-playing, performance feedback, and transfer training to teach pro-social skills.
- Anger Control Training requires participating youth to bring one or more descriptions of recent anger-arousing experiences (hassles) to each session. Over the duration of the program, youth are trained in how to respond to their hassles.
- Moral Reasoning Training is designed to enhance youths' sense of fairness and justice regarding the needs and rights of others. It is also designed to train youth to imagine the perspectives of others when they confront various moral problem situations.

ART® consists of a 10-week, 30-hour intervention administered to groups of 8 to 12 youth three times weekly. During these 10 weeks, participating youth typically attend three 1-hour sessions per week, one session each of Skillstreaming, Anger Control Training, and Moral Reasoning Training. The program relies on repetitive learning techniques to teach participants to control impulsiveness and anger, resulting in using more appropriate behaviors. In addition, guided group discussion is used to correct antisocial thinking. Differences exist regarding the targeted duration (i.e., weeks) and contact hours for the delivery of ART® in a residential program versus delivery of ART® in a community-based program.

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

1. **SPEP™ Service Type:** Cognitive Behavioral Therapy

Based on the meta-analysis, is there a qualifying supplemental service? No

If so, what is the Service Type? There is no qualifying supplemental service

Was the supplemental service provided? N/A Total Points Possible for this Service Type: 35

Total Points Received: 35 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: 8

Points received for Contact Hours or Number of Hours: 4

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.

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

11 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: 90 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: 90% 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.

ART® received a 90 for the Basic Score and a 90% Program Optimization Percentage. The Basic Scores represent an increase of 5 percentage point(s) from the previous SPEP™ Reassessment and an increase of 18 percentage point(s) from the initial SPEP™ Assessment. The POP Scores represent an increase of 5 percentage point(s) from the previous SPEP™ Reassessment and an increase of 18 percentage point(s) from the initial SPEP™ Assessment. The service could improve its capacity for recidivism reduction by addressing the following recommendations:

1. Regarding Quality of Service Delivery:

a. Written Protocol:

i. Consider including a Table of Contents within the Written Protocol/Manual that identifies when the materials were last reviewed/revised.

b. Staff Training:

i. Ensure the most current policy is included within the binder that outlines criteria that the group facilitator completed the specialized training.

ii. Develop & implement a training schedule in order to maintain/enhance facilitator skills and/or address drift in service delivery.

c. Organizational Response to Drift:

i. Ensure the most current “response to drift” policy is included within the binder.

ii. Enhance the current “response to drift” policy with an if/then approach for service-specific drift, similar to that used for employee performance drift.

iii. Enhance existing data processes to assess the fidelity and quality of service delivery in order to adapt/improve service delivery.

2. Regarding Amount of Service:

a. Collect and analyze data regarding youth absences to determine potential drivers for the decrease in youth receiving the target amount of service.

3. Regarding Risk Level of Youth Served:

a. Collaborate with juvenile probation to consider each youth’s responsivity factors during service delivery.