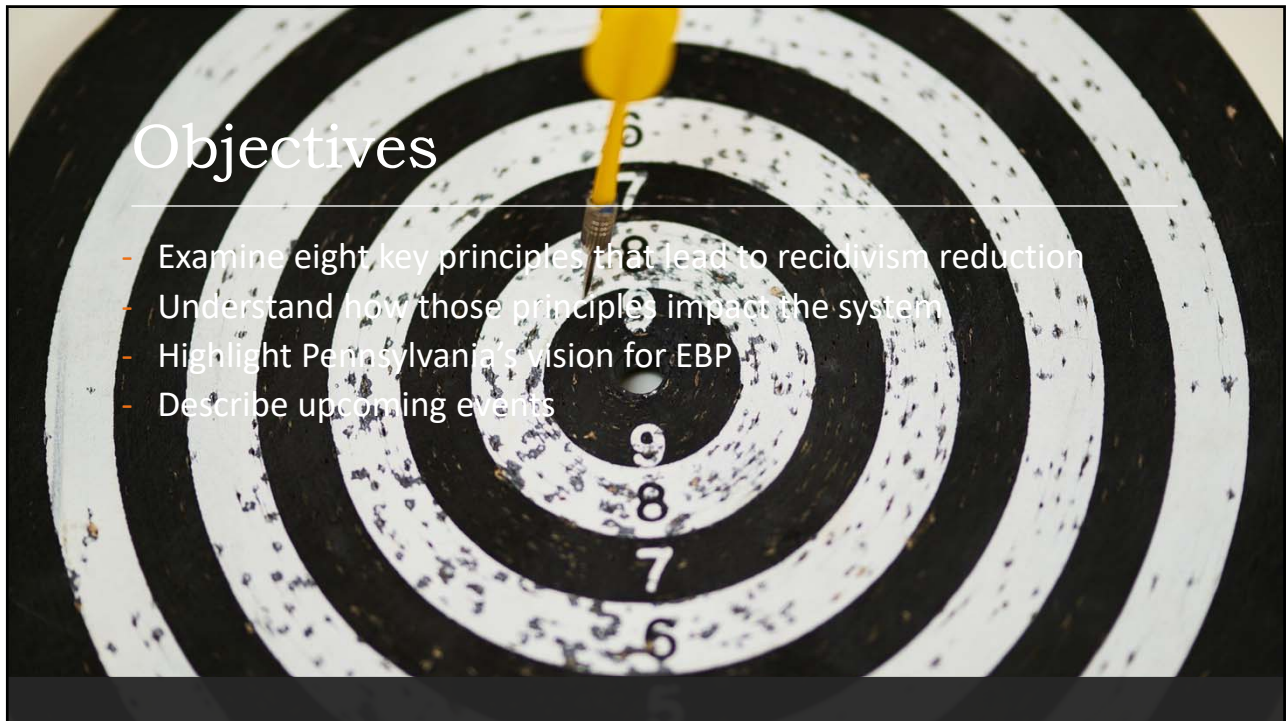




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Panelists

Susan Burke



Executive Director, TCG

30 years in the justice system as a public policy leader, court probation administrator, juvenile corrections director, trainer and consultant.

April Billet-Barclay



Chief Probation Officer

27 years in the justice and mental health fields as a case manager, probation officer, and wellness court administrator. Currently Chief Probation Officer for York County.

David Sunday



District Attorney

In addition to serving in the US Navy, has worked as a District Attorney prosecutor and Special Assistant US Attorney; co-founded the York County Heroin Task Force; is Board Chair of the York Opioid Collaborative; was appointed to the PA Commission on Sentencing.

Mark Carey



President, TCG

40 years in correctional field, as a counselor, probation and parole officer, planner, administrator and consultant.

3

The Road Traveled

2015

Developed a three-year Strategic Plan for implementing EBP

2017-18

Held regional planning meetings with Chief PO's and their management teams

Awarded a grant to implement EBP; hired an EBP Coordinator

Provided counties with implementation science training

Began statewide Motivational Interviewing (MI) training of trainers

2019-20

Certified over 50 MI trainers

Began MI staff training

Extended the EBP Strategic Plan for three more years

Hired The Carey Group to coordinate EBP (Dec, 2020)

2021...

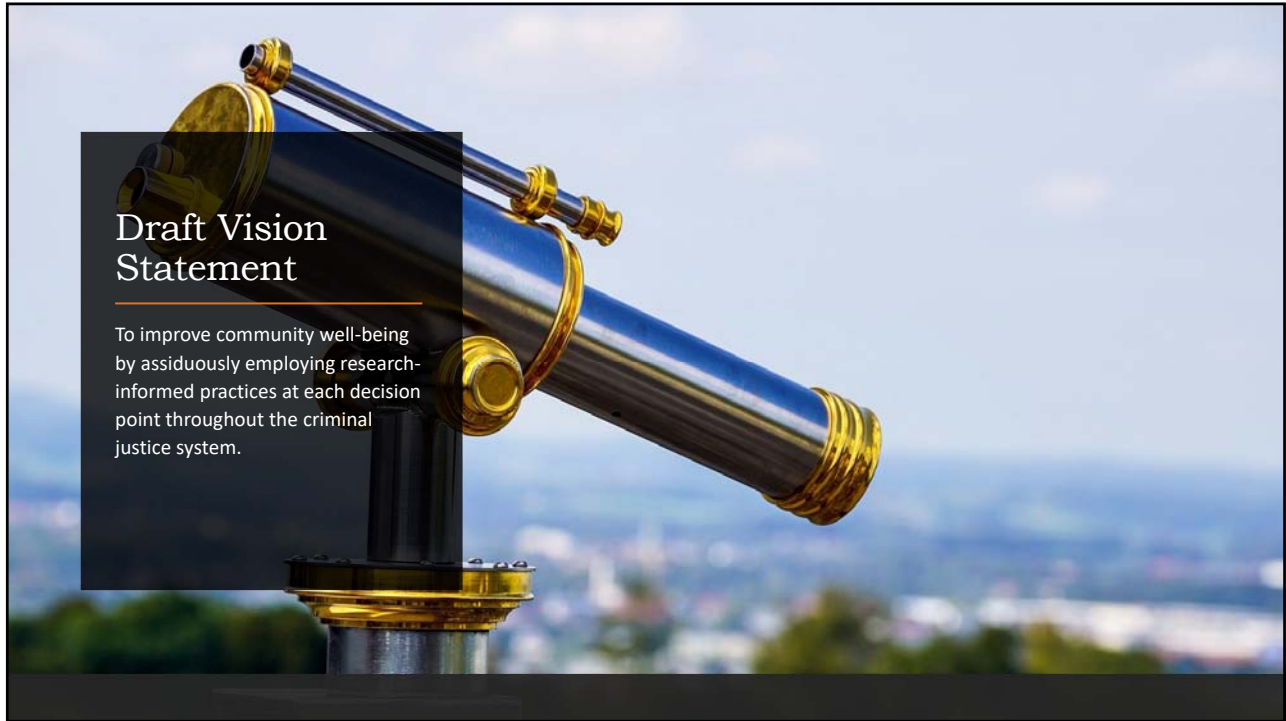
MI training

EBP skill training rollout

EBP stakeholder forums

Regional planning workshops

4



5



6

```
state={
  products: storeProducts
}
render() {
  return (
    <React.Fragment>
      <div className="py-5">
        <div className="container">
          <title name="our" title="product">
            <div className="row">
              <ProductConsumer>
                {(value) => {
                  console.log(value)
                }}
              </ProductConsumer>
            </div>
          </div>
        </div>
      </div>
    </React.Fragment>
  )
}
```

Principle 1

USE OF ACTUARIAL ASSESSMENTS

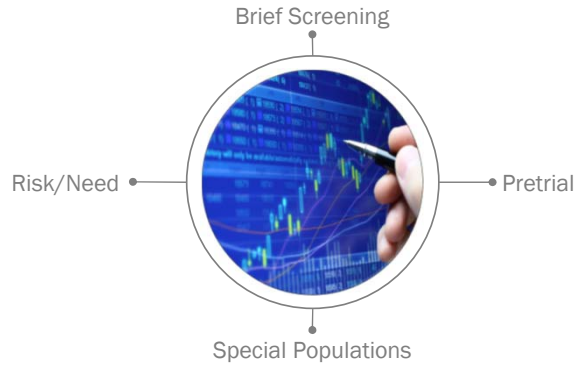
7

Actuarial Assessments

What does "actuarial" mean?

8

Actuarial Assessments



9

Actuarial Assessments

PROPER VS IMPROPER USE

VALIDATED VS UNVALIDATED

10

Principle 1 – Potential Impacts



| | |
|---------------------------|---|
| - Individuals | Be matched to what they need to remain law-abiding |
| - Communities | Better understand the factors being used to make sentencing and supervision decisions |
| - Judges | Able to consider information at sentencing that can lead to targeted conditions |
| - Prosecutors | Able to consider factors beyond present offense to make diversion and plea decisions |
| - Defense counsel | Experience greater transparency in what goes into decision making |
| - Jails | Match individuals to type and length of programming and housing placement |
| - Probation/parole | Individualize supervision and case planning |
| - Taxpayers | Confidence that public expenditures return a favorable cost-benefit |

11

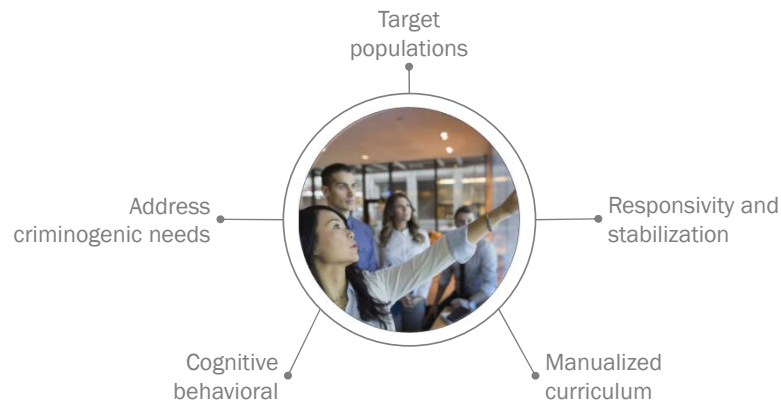
Principle 2

EFFECTIVE INTERVENTIONS



12

Effective Interventions



13

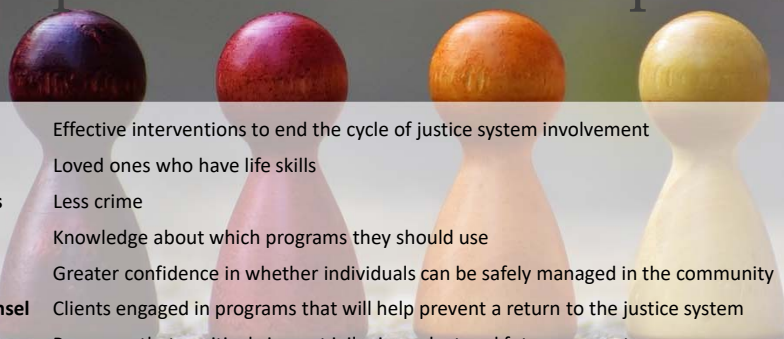
Effective Interventions

WHAT ELSE IS NEEDED

- Right-sized workloads
- Staff trained on core correctional practices
- Access to cognitive tools
- Coaching
- Supervisors who reinforce and support the approach
- A continuum of services
- A commitment to quality assurance and continuous improvement


14

Principle 2 – Potential Impacts



| | |
|----------------------------|---|
| - Individuals | Effective interventions to end the cycle of justice system involvement |
| - Families | Loved ones who have life skills |
| - Communities | Less crime |
| - Judges | Knowledge about which programs they should use |
| - Prosecutors | Greater confidence in whether individuals can be safely managed in the community |
| - Defense counsel | Clients engaged in programs that will help prevent a return to the justice system |
| - Jails | Programs that positively impact jail misconduct and future rearrest |
| - Probation/parole | Knowledge about which programs and interventions to use |
| - Victims/survivors | Confidence that others will not be victimized by the individual that harmed them |
| - Taxpayers | Confidence that public expenditures return a favorable cost-benefit |

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Principle 3

TARGETING AND
CUSTOMIZING RESPONSES
TO BEST MEET PEOPLE'S
NEEDS

16

Customized Approach

MORE OF THIS

- Target higher risk individuals
- Match dosage to need
- Modified approach for responsivity factors

LESS OF THIS

- Unnecessary, untargeted conditions
- One size fits all
- Fees and fines
- Too many services for lower risk individuals
- Probation length exceeding 18-24 months

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Principle 3 – Potential Impacts

| | |
|-------------------------------|--|
| - Individuals | A justice system that adjusts to their unique traits |
| - Families | Less family disruption |
| - Judges and attorneys | Fewer violation hearings |
| - Jail Programs | Higher program completion rates and successful reentry |
| - Probation/parole | Fewer violations and higher supervision completion rates |
| - Victims/survivors | Confidence that others will not be victimized by the individual that harmed them |
| - Taxpayers | Confidence that public expenditures return a favorable cost-benefit |

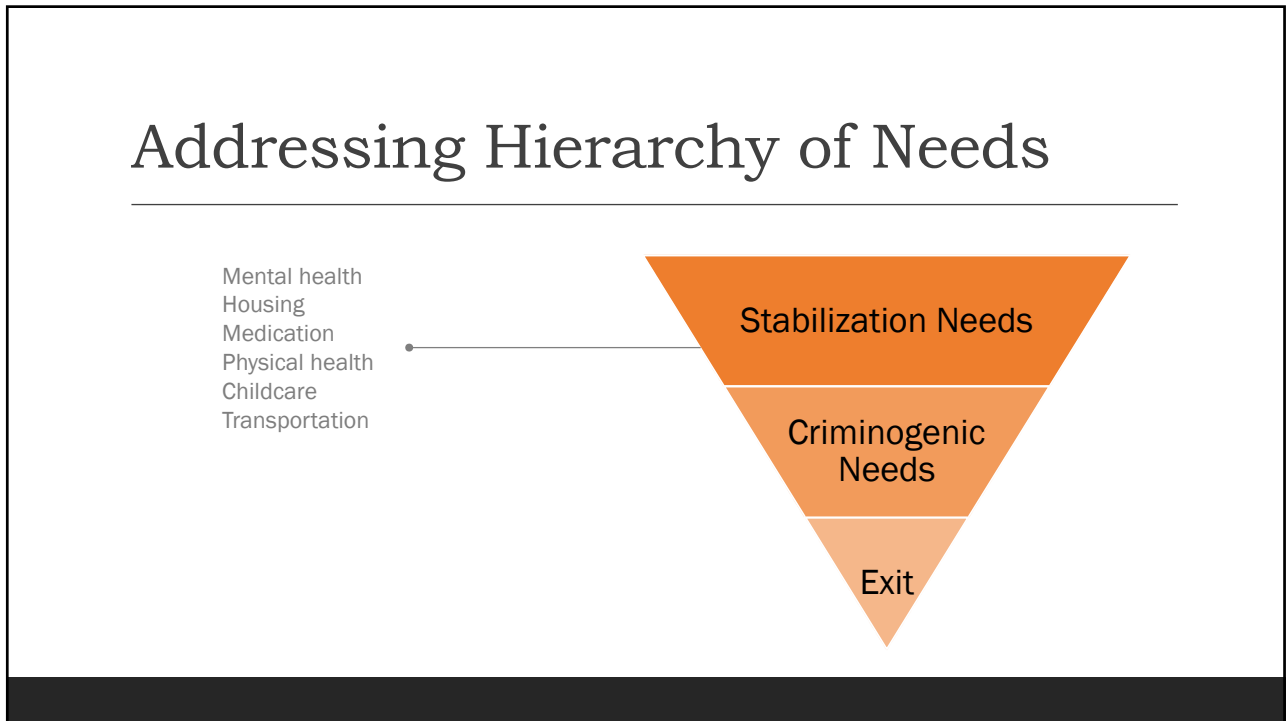
18



Principle 4

ADDRESSING STABILIZATION
FACTORS

19



20

Principle 4 – Potential Impacts



| | |
|------------------------------------|---|
| - Individuals | A more favorable response to programming when their stabilization needs are met |
| - Families | Their loved one in a stable living situation |
| - Communities | Higher quality of life as people's stabilization needs are attended |
| - Judges | Fewer violations and extended supervision because of instability factors |
| - Defense counsel | Fewer court hearings based on client's inability to meet court conditions |
| - Law enforcement/jail | Less frequent return of individuals on petty crimes and violations |
| - Probation/parole/pretrial | Fewer violations and higher supervision completion rates |

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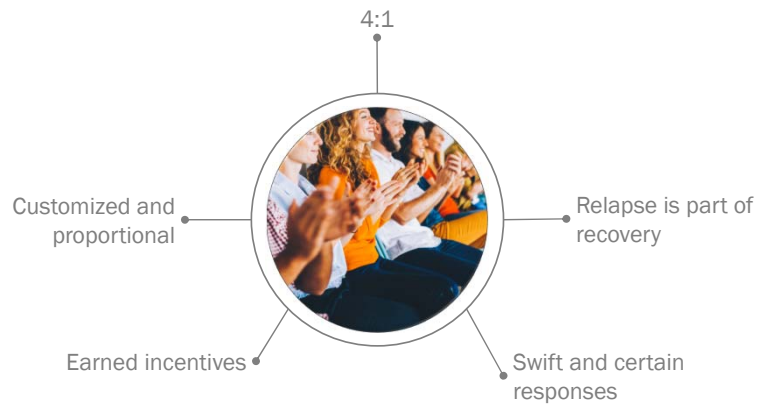


Principle 5

RESPONDING TO
COMPLIANCE AND NON-
COMPLIANCE

22

Rewards and Sanctions



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Principle 5 – Potential Impacts

| | |
|------------------------------------|--|
| - Individuals | Successful when research-informed rewards and sanctions are applied with fidelity |
| - Families and communities | Encouraged when justice-involved individuals receive positive rewards |
| - Judges and attorneys | Fewer violation hearings |
| - Law enforcement | Decreases in antisocial behavior among those in the justice system |
| - Probation/parole/pretrial | Fewer violations and new arrests |
| - Taxpayers | Benefactors of reduced costs associated with repeat violations and incarceration |
| - County commissioners | More supportive of initiatives that hold people accountable without over-using more costly incarceration sanctions |

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Principle 6

QUALITY ASSURANCE AND FIDELITY

25

Fidelity

- Training is insufficient by itself
- Coaching and mentoring required
- Multiple areas need fidelity and accountability structures
- A fidelity infrastructure is needed
 - Fidelity manager
 - Checklists
 - Coaching network
 - Booster sessions
 - Performance measures
- Need a means of assessing fidelity of community-based services

Table 1: Examples of Fidelity Topics

Inter-rater reliability process
 Effective interventions
 Effective case planning
 Behavior management
 Learning organization
 Participant progress
 Supervisor reinforcement of EBPs
 Quality of reports
 Case review process
 Dosage tracking
 Family feedback
 Stakeholder feedback
 Fatality review process
 Vendor performance
 Fidelity of program implementation
 Program evaluations

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Principle 6 – Potential Impacts



| | |
|-----------------------------------|---|
| - Individuals | More capable of living a crime-free life |
| - Families and communities | Stronger family units and safer neighborhoods |
| - Judges | Confidence in the programs they use |
| - Prosecutors/defense | Confidence in assessment instruments |
| - Jail administrators | Confidence in the programs they put in place |
| - Probation/parole | Confidence that their case planning and interventions are working |
| - Taxpayers | Confidence that public expenditures return a favorable cost-benefit |

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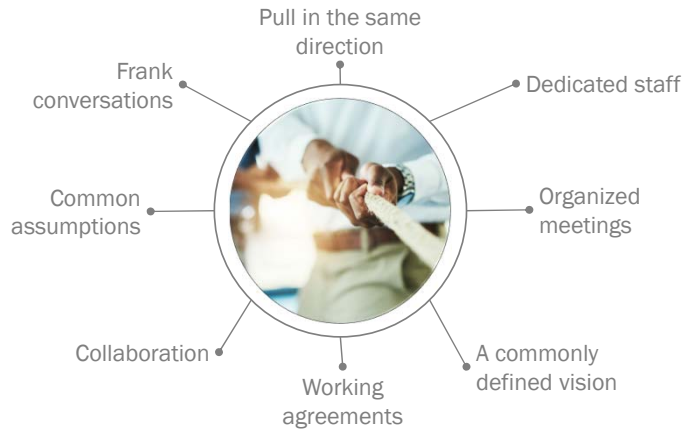


Principle 7

COLLABORATION

28

Working Toward a Common Outcome



29

Principle 7 – Potential Impacts

| | |
|------------------------------------|--|
| - Individuals | Experience unified messages and actions across the justice system |
| - Families | Less confused when the justice system is consistent in its approach |
| - Communities | Higher levels of confidence in a justice system that is unified in its message |
| - Judges | Greater confidence that pretrial and post conviction policy will be administered as intended |
| - Prosecutors/defense | Meaningful input in policies that impact their offices |
| - Jail administrators | Better management of the jail population |
| - Probation/parole/pretrial | Able to apply research-informed practices |
| - Victims/survivors | More uniform practices around victim input and communication |
| - Taxpayers | Confidence that the justice system is working together to achieve desired outcomes |

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Principle 8

USE OF DATA

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Data and Incremental Improvements

- Data is critical to inform policy and practice
- Process and outcome data allows the justice system to target change and make incremental improvements
- Data will evaluate practice and program effectiveness
- A significant challenge is addressing data needs when resources are limited

DATA COMMUNICATION STRATEGIES

Use dashboards and/or scorecards

Characterize outcomes in the positive
% conviction free versus % recidivism

Include long-term measures
Law-abiding rates

Report on intermediate measures
GED attainment
Employment

Examine data on race, gender, and special populations

32

Principle 8 – Potential Impacts



| | |
|------------------------------------|--|
| - Individuals | A justice system driven by performance measurements |
| - Communities | Transparency in understanding the CJS impacts and practices |
| - Judges and attorneys | Confidence in interventions and policies based on outcome data |
| - Law enforcement | Recognize how they contribute to risk reduction |
| - Jail administrators | Know the jail population profile for programming and population management |
| - Probation/parole/pretrial | Identify where changes in policy and practice need to occur |
| - Victims/survivors | Understand the implications of criminal justice practices |
| - Taxpayers | Understand the financial impacts of the criminal justice system |

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Next Steps



- “White Paper” on the Initiative
- Stakeholder Forums
- Regional Planning Workshops

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Call to Action

The vision of the Pennsylvania EBP Initiative is for the Commonwealth of Pennsylvania to develop and carry out locally developed plans for a data-driven, outcome-based criminal justice system using research evidence to inform each decision point.

- For some locations, this means incremental improvements around an existing data-driven infrastructure.
- For others, it may mean carefully examining existing practices and setting a course for collaborative changes across disciplines.