Evidence Based Practices in Reentry

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COURSE OBJECTIVES

- Define & Identify components of effective Evidence Based Reentry Models.
- Identify the practical elements and practices of an effective Evidence Based Reentry Model.
- Identify Fidelity measures for effective Evidence Based Reentry Models.
- Identify Sustainability plans for Evidence Based Reentry Models.
"A space where transformation and redemption can take place."

https://www.youtube.com/watch?v=8COvwaqPEw0
Functional Family Therapy (FFT) and Functional Family Probation (FFP) Services

- FFT – Short-term treatment strategy that is built on a foundation of respect of individuals, families and cultures, but that includes powerful treatment strategies that pave the way for motivating individuals and families to become more adaptive and successful in their own lives.

- FFP - An integrative supervision and case management model for engaging, motivating, assessing and working successfully with high risk youth and families.
Operation My Home Town

- OMHT is a pre and post release Clinical Case Management model. OMHT utilizes Evidenced Based Practices to address offenders as they transition back into the community with the goal of reducing recidivism and increasing self sufficiency.

- OMHT is also a broader system with the goal of increasing collaboration and coordination of care with other County Departments, Community Based Organizations (CBOs) and Faith Based Organizations (FBOs) to address the barriers that formerly incarcerated individuals face.
Operation My Home Town 
Service Delivery Model

OMHT Clinical Case Managers (CCM) provide the following interventions:

- Conduct a Level of Service-Case Management Inventory (LS-CMI) with participant.
- Based on the results of the LS-CMI, establish an Individualized Reentry Plan with the participant.
- Coordinate Individualized Reentry Plan with all stakeholders (ex. Adult Forensic Behavioral Health Clinician, American Job Center staff, Impact Coach, Probation Officer, Public Defender, Behavioral Health Care Clinician, etc.)
- Link participants to services that address their risk factors and needs.
- Support participant’s transition back into the community.
- Clinically intervene as necessary. (Trained in Cognitive Behavioral Therapy, Motivational Interviewing, and Thinking for a Change)
- Collaborate with all stake holders post-release to reinforce Individualized Reentry Plan.
Risk Needs Responsivity

Throughout the entire process that the Probationer is a part of OMHT, the CCM is consistently assessing the risks and needs of the Probationer and responding with resources and services that address their risks and needs.

The ultimate goal of OMHT is to reduce risks, reduce needs, increase protective factors therefore reducing crime and enhancing public safety.
Our Clients

Population Served in FFT & FFP:
- Formal Probation (Juveniles)

Population Served in Operation My Home Town:
- Formal Probation (Adults)
- AB109/Post Release Community Supervision (PRCS)
MOST PEOPLE UNDER CORRECTIONAL CONTROL ARE NOT IN PRISON.

MOST PEOPLE UNDER CORRECTIONAL CONTROL ARE NOT VIOLENT OFFENDERS.

MOST PEOPLE UNDER CORRECTIONAL CONTROL ENGAGED IN LOW LEVEL DRUG USE.
- 7.3 million people are under correctional control
- 1.6 million are in prison
- 84% are on probation
- 19% are violent offenders
“The majority of Americans have violated drug laws. The ubiquity of illegal drug activity, combined with the consensual nature means it is impossible for law enforcement to identify and arrest every drug user.”

As a result, police have the discretion to determine where they will go to stop and arrest. Study after study has shown that this unbridled and financially incentivized discretion creates huge racial disparities.

“Among youth who have never been sent to juvenile detention before, African American youth were 6 times more likely than whites to be sentenced to prison for the exact same crimes.”

African American youth are 44% more likely to be arrested for drug offenses than white youth despite both groups self reporting the same rates of use.

“2/3 of all studies on minority overrepresentation in criminal justice system showed negative race effects at one or many steps in the process.”
Legislation & Practices to Reduce Incarceration & Placement Stays

1. AB109
2. Prop 47
3. New Juvenile Laws in 2019
IMPACT OF LEGISLATION ON DETENTION/PLACEMENT STAYS

LEGALIZED MARIJUANA
AB 109
COCAINE VS CRACK SENTENCING
IMPACT OF DATA DRIVEN FAMILY FOCUSED DECISION MAKING ON PLACEMENT STAYS

- Continuum of Care Reform, Interagency Planning Committee, Child & Family Teams
- PILOT PROJECT, - AVG 11% Suitable placement orders IN JH
- EBPs
IMPACT OF EBP PRACTICES ON DETENTION/PLACEMENT STAYS

- PLACEMENT DATA 2008-PRESENT
- DROPS COINCIDE WITH EBP IMPLEMENTATION
- SHIFT IN DETENTION CULTURE
- SHIFT IN THE ZEITGEIST
EFFECTIVE COMPONENTS

- Small caseloads
- Home based
- Family is client
- Cultural humility, cultural match
- Strength and solution focused
- Data driven; model as intended, do what works
- Understanding and addressing housing and employment barriers
BEFORE AND AFTER EBP

TRAINING
FROM GENERAL PEACE OFFICER TRAINING TO MODEL SPECIFIC TRAINING
FROM OCCASIONAL TRAINING TO ONGOING TRAINING

SUPERVISION
FROM GENERAL SUPERVISION TO INVOLVED IN EVERY CASE
FROM 60-100 MINORS TO 12 FAMILIES PER DPO
FROM SPECIAL INCIDENT REPORTS/COURT REPORTS TO CLINICAL NOTE WRITING/CLINICAL SKILLS
FROM PEACE OFFICER FIELD MANUAL TO DATA SPECIFIC MEASURES OF COMPETANCE
FROM OFFICE WORK TO LARGELY UNSUPERVISED FIELD WORK

IMPLEMENTATION
FROM GENERAL RECRUITMENT TO SPECIFIC SCREENING FOR SPECIFIC SKILLS
FROM BID LIST AND A PHONE CALL TO A BACKGROUND CHECK AND A PANEL INTERVIEW
FROM P.E. BASED ON FIELD MANUAL TO P.E. BASED ON MODEL ADHERENCE AND FIDELITY
FROM DISCIPLINE BASED ON FIELD MANUAL TO DISCIPLINE BASED ON MODEL ADHERENCE
From Adherence to Competence

GTR’s Staffing Fidelity Improvement CSS Updates QA Calls Standards Program Analyst Stats Evaluation Incentives
<table>
<thead>
<tr>
<th>Adherence</th>
<th>Competence</th>
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<tbody>
<tr>
<td>Supervision model: Present and accessible supervision</td>
<td>Encouraging staff to be creative, spontaneous and passionate about their work with families</td>
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<td>Detailed feedback and encouragement</td>
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<td>Comprehensive teaching of the tools so that every situation has a potential answer</td>
<td>Developing team culture so that peers encourage peers and group ownership occurs</td>
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<td>Defining expectations, Tracking the work, Documenting missed deadlines</td>
<td>Defining how individual performance influences family outcomes, team statistics, stakeholder perspectives, and the longevity of the program</td>
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<tr>
<td>Rewards and Consequences</td>
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<tr>
<td>Accountability at every level</td>
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<td>Working with Program Analysts/Researchers</td>
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<td>Identifying when there is not a match between P.O. and FFT program</td>
<td>Dialoguing about success, ideas for program improvement, and clinical challenges</td>
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<td>Making necessary changes for the greater good</td>
<td>Sharing success stories with upper management to aid career growth but also to disseminate ideas that work</td>
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Barriers

- Implicit bias: police, prosecution, sentencing
- Racial Profiling Study
- Housing and employment denials → homelessness
- IV-E funding going away
- Out of sight, out of mind
Barriers (continued)

- Funding
- Staffing
- Infrastructure for Quality Assurance and Fidelity Reviews
- Other Agendas (Political, Management, Staff, etc.)
- Philosophical Shift
- Accountability & Integrity with Fidelity
Train in place and shift culture at same time

Safety training and safety protocols for home-based work

Practitioners who speak Spanish and understand Latino culture

Practitioners who speak ‘African American’ and understand African American culture

Community defined evidence vs. just data gathering

“When examining cultural relevance, qualitative measures are just as important as quantitative measures in terms of determining a program's efficacy and effectiveness.” Anne E. Casey Foundation
SOLUTIONS

- Culturally Competent Management & Staff
- Buy-In from Management
- Match Level of Service to Family’s Risk Level
- Uniformity in Implementation
- Collaboration
- Strength Based Approach
- Define fidelity measures, standards, & data definitions from the beginning of the implementation of the service
- Implement Quality Assurance and Quality Improvement at the beginning of the implementation of the service
NOW THAT WE HAVE EVIDENCE BASED PRACTICES

- A Philosophical approach is defined
- Supervision - Training - Smaller caseloads
- Target Population is Family not Youth
- Focus is on Sustainable Change
- Specific skills are trained & expected at specific phases of the program
- Quality Assurance Component is implemented at all phases
- Statistical Data is collected and Evaluated
- Systems Integration
SUSTAINABILITY PLANS:

APPLY DATA DRIVEN DECISION MAKING AT EVERY STAGE OF THE CRIMINAL JUSTICE SYSTEM

ADDRESS IMPLICIT BIAS AT ALL LEVELS THROUGH TRAINING, TRACKING OF DISPROPORTIONALITY DATA, AND A CULTURE OF SELF AWARENESS

DEVELOP LEGISLATION TO ADDRESS HOUSING AND EMPLOYMENT BARRIERS FOR THE FORMERLY INCARCERATED

INVOLVE THE COMMUNITY IN PROGRAMMATIC DECISION MAKING
FFT SUSTAINABILITY

CASELOAD IS AN ISSUE IN CLAIMING TO IV-E FOR FFT

IV-E DOES NOT ALLOW DIRECT CLAIMING

FFT OFFICERS TO CARRY THE CASE AND DO THE COURT REPORTS

THIS WOULD ENABLE TRAINING COSTS TO BE COVERED

GET F/F COSTS MATCHED

PLAN B

COMMUNITY PARTNERS TO DO FFT
WRAP SUSTAINABILITY
BRING SOME OF THOSE SKILLS IN HOUSE
RECALIBRATE STC TO COVER THE ENHANCED TX AND THEN WE CAN CLAIM 75%
USE OUR OWN PROG ANALYSTS TO ANALYZE OUR OWN DATA

PLAN B
LET DMH TAKE OVER THE LIAISON WORK?
EXPLORE HOW IS WRAP FUNDED IN NON-WAIVER COUNTIES?

FFP SUSTAINABILITY
EXPAND FFP TO ALL JUVENILE FIELD WORKERS
ENHANCED TRAINING VS. REG STC
PROACTIVELY DEAL WITH LOWERED CASELOADS = HIGHER QUALITY = BETTER OUTCOMES
EXPLORE OTHER BUCKETS OF MONEY?
OVERALL SUSTAINABILITY

- BRIDGE FUNDS? EXTENSION?
- NETWORK WITH OTHER COUNTIES
- BUILD RECIDIVISM TRACKING INTO THE WORK
- ARTICULATE THE IMPACT FISCALLY AND PROGRAMMATICALLY
- DISCUSS REAL FAMILIES
- GET POLITICAL
- BRAIDED FUNDING
- BUILD RELATIONSHIPS WITH OTHER COUNTY DEPARTMENT MANAGEMENT
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