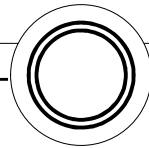


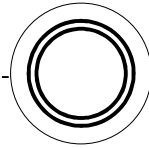
Implementing the Principles of Risk Need Responsivity



APPLYING RESEARCH TO TREATMENT

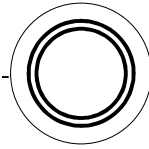


Risk Need Responsivity



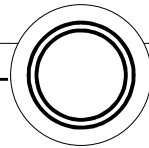
- Risk Principle: level and intensity of services should match the client's risk level
- Need Principle: treatment should highlight and target those behaviors that are directly related to the client's risk of reoffending
- Responsivity Principle: provide cognitive behavioral interventions and tailor to match the client's learning style, motivation, abilities, and strengths

Preliminary Challenges



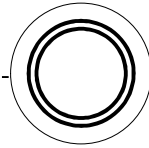
- Understanding RNR
- Getting buy-in from your agency to change the program
- Finding or dividing resources for the initial project
- Putting together a timeline and an implementation plan

Program Evaluation



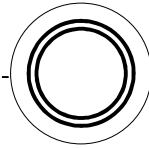
PREPARING FOR PROGRAM DEVELOPMENT

Why Conduct a Program Evaluation?



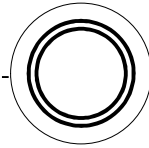
- Roadmap for program development
- Identify program needs
- Identify strengths and areas for growth for your program and staff
- Define your population and its specific needs
 - ✦ Risk factors, challenges, special characteristics
- Gain new perspectives
- Avoid blind spots

Program Evaluation Questions



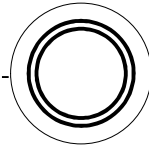
- Does the program consider risk?
- Do clients with more risk receive longer / more intensive treatment?
- How much of the curriculum / treatment focus addresses criminogenic needs?
- How much of the curriculum / treatment focus is dedicated to issues unrelated to criminogenic needs?
- Does the program assess and incorporate changes in criminogenic needs?
- How is treatment completion determined?

Program Evaluation Questions



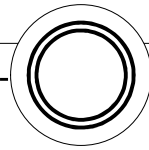
- What does your population look like?
- What services are available to assist clients with various needs?
- How cohesive are your groups?
- How strong is therapeutic alliance?
- How developed are the providers' clinical skills?
- Are there opportunities for social modeling and skills practice within the therapeutic setting?
- Are there opportunities for clinical supervision and consultation?

Program Evaluation Questions



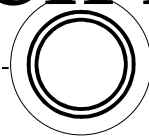
- Does the facility feel safe to clients?
- Is client and staff feedback elicited and incorporated into the program?
- What do your resources look like?

Program Development



**CREATING THE NEW
PROGRAM**

THE RISK PRINCIPLE IN PRACTICE



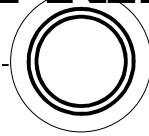
- Assessments guide:
 - Treatment entry
 - Treatment structure
 - Treatment completion decisions
- Consider time for treatment and options for those ineligible for treatment

THE NEED PRINCIPLE IN PRACTICE



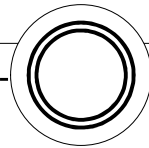
- Need guides:
 - Decisions on individual assignments/treatment targets
 - Decisions on additional groups
- Specific tracks may be created based on need
- Clinicians can utilize need principal to individualize feedback and engage group members

THE RESPONSIVITY PRINCIPLE IN PRACTICE



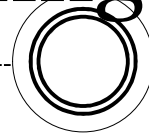
- Cognitive Behavioral Therapy
- Social learning methods
- Motivate and engage clients
 - Trainings on Motivational Interviewing, therapeutic alliance
 - Client's goals, protective factors, and strengths integrated into curriculum/individual sessions
- Create groups for clients based on ability and needs
- Match providers and clients
- Provide opportunities for feedback
- Train, Supervise, Consult

Program Implementation



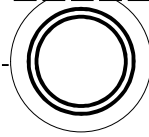
**PUTTING THE PLAN
INTO ACTION**

Timing & Training Considerations



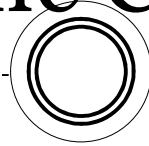
- **Director engagement**
 - Consultation with developers before, during, after development
 - Program implementation
 - Motivating and training staff, agency, other stakeholders
- **Staff training**
 - Assessments
 - Curriculum
 - Program Logistics
 - Therapeutic skills
- **Coordination of on-going duties**
- **Client training**

Transitioning Groups



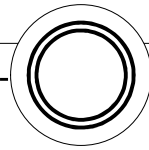
- Put groups and/or waitlist on hold
- Combine groups
- Remove clients that do not need more treatment
- Continue older groups or senior members
 - Cut assignments as needed
- Transition to RNR with newer groups/members
 - Determine which assignments are most relevant
 - Give credit for completed work
- Reorganize groups by track

Systemic Changes



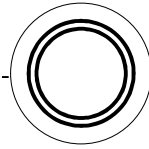
- **Leadership**
 - Backing for treatment-supportive changes
 - Incentivizing treatment
 - Avoiding policies that de-incentivize treatment
- **Housing & Employment**
 - Safety
 - Access to supportive peers
 - Separation from negative influences
 - Access to employment opportunities
- **Re-Entry**
 - Maximizing successful integration into the community
- **Facility Staff**
 - Understanding and supporting treatment

Program Maintenance



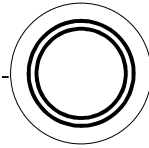
**KEEPING THE
PROGRAM CURRENT**

Avoiding Drift



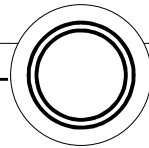
- **Periodic internal checks**
 - Program implementation
 - Staff resources and morale
 - Client transition and morale
- **Schedule re-evaluation**
 - Determine whether key areas were implemented correctly
 - Determine whether drift is occurring
 - Identify and resolve unforeseen implementation issues
- **Continuous training and maintaining institutional responsiveness**

Continued Change



- Population shifts
 - Unique offenses
 - Shifts in populations effecting tracks and staffing
- Staff support and avoiding burnout
 - Agency growth or turnover and its effects on staff
- Integrating new research
 - Protective Factors, Trauma Informed Care
 - New assessments and up-dates to current assessments

QUESTIONS?



NIKOLE.NASSEN@NAVY.MIL

(858) 307-7043