OFFICE OF PROBATION AND CORRECTIONAL ALTERNATIVES PRESENTS LUNCH & LEARN:

Implementation Strategies for Community Corrections

May 26, 2021
Welcome and Introductions
Learning Objectives

✓ Develop an understanding of what drives change at agency and program levels;

✓ Understand the importance of readiness when beginning an Implementation Project;

✓ Identify key components for effective implementation; and

✓ Learn ways to measure the effectiveness of your work
“If you do not change direction, you may end up where you are heading”
- Lao Tzu
The Drivers of Change

• We must first ask ourselves, what is driving the need for change?

• The drivers of change can come from several sources:
  • Desire to change program model (i.e. integrate the use of cognitive behavioral intervention)
  • Contractual requirements;
  • Changes in the community where a program operates;
  • The loss or gain of essential resources;
The Drivers of Change

- The drivers of change continued:
  - In response to social changes;
  - To accommodate the passage of new laws and legislation; Changes in the population served (i.e. statutory--bail reform, Raise the Age)
  - The addition or loss of staff members;
  - In response to audit results;
  - To better align practices with desired outcomes.
Getting to Work

• The need for change has been decided, but when should you get to work?

• Programs/Agencies should consider the following in deciding when to begin an implementation project:
  • How urgent is the need for change?
  • Has a deadline been set by stakeholders?
  • Are there other projects that should be completed first?
“Prepare the umbrella before it rains”

-Malaysian Proverb
Considerations for Programs

• Does this change align with program/agency values?

• Does this change meet applicable ethical and legal considerations?

• Have stakeholders signaled their support and/or acceptance of the change?

• Does the change support the program’s Client/Participant Rights?

• Is the change in compliance with or violation of contractual terms?
Considerations for Programs

• Do we have the human-power to start implementing?

• Have employees been trained to do the task?

• Have the staff bought-in to the process?

• Does the staff have the resources needed?

• Has the process been inclusive?

• Has the diversity of the staff, clients, and community been taken into consideration?

• Need for a strategic plan with measurable benchmarks? Timeline for tasks?
Successful Implementation

• **The Skills of Employees**—a wide array of ongoing interpersonal relations specifically pertaining to the communication skills and interactions exercised between employees and participants;

• **Decisions on Intervention Assignment**—continuous case management decisions that match participants to varying levels and types of supervision conditions as well as programming interventions;

• **Programming** – services, i.e. both treatment and monitoring interventions;

• **Incentives/Sanctions**—determinations of accountability for assigned obligations and accompanying compliance consequences, i.e., both positive and negative reinforcements;
Successful Implementation

• **Community Linkages**—formal and informal interfaces with various community organizations and groups;

• **Case Management**—a case management system that relegates individual case objectives and expectations within a prescribed set of policies and procedures; and

• **Organization**—internal (operational) and external (policy environment) organizational structures, management techniques, and culture
“Change does not come on the wheels of inevitability but comes through continuous struggle.”

- Dr. Martin Luther King, Jr.
The Integrated Model

- Evidence Based Principles (Content)
- Organizational Development (Internal Strategy)
- Collaboration (External Strategy)
Questions for the Audience
What Programs/Services/Interventions Are Available and Have Shown Effectiveness at Your Agency?
Voices from the Field

*Presented by*

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EAC
QUESTIONS ?

Thank you
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