The Vision of an Integrated and Seamless Gender-Responsive Assessment and Case Management Process

Presentation to the ICCA 50th Anniversary Conference
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The National Resource Center on Justice Involved Women

www.cjinvolvedwomen.org
Speakers

Pat Van Voorhis, Professor Emerita, University of Cincinnati

Phyllis Modley, Senior Manager, Center for Effective Public Policy

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Maryann Reding, Captain, Utah Dept. of Corrections

Jennifer Bennett, Deputy Director,
Div. of Parole and Community Services,
Connecticut Dept. of Corrections
An Integrated System - Assumptions

- The main goal is the treatment of needs related to adverse outcomes;
- The needs are gender-responsive and gender neutral;
- Identification of needs is assessment-based;
- Identified needs are addressed through case management and evidence-based programming;
- Assessment/case plans transition to other correctional agencies.
The Assessment: Women’s Risk Needs Assessment (WRNA)

- Developed through a Cooperative Agreement Between the National Institute of Corrections and the University of Cincinnati;
- Separate focus groups with women offenders, staff, and administrators;
- Design of questions: Missouri Women’s Issues Committee;
Construction Validation Sites

- Colorado Department of Corrections (Prison)
- Missouri Dept. of Corrections (Probation, Prison, and Pre-release)
- Maui Care Project (Probation)
- Minnesota, Probation Sites
Re-validation Sites (2012-2013)

- Missouri Dept. of Corrections Probation, Prison, and Pre-Release
- Rhode Island Department of Corrections Prison and Pre-Release
- Iowa, WOCMM Probation Sites
- Minnesota, Probation Sites
- Kentucky, Regional Pre-release Center
- River City Correctional Center, Pre-release
- Hamilton County Probation, Probation
- Ohio Dept. of Rehabilitation and Correction, Prison
- California Dept. of Corrections and Rehabilitation, Prisons

Validation findings available at: www.uc.edu/womenoffenders
Women’s Risk/Needs Instrument (WRNA)
Gender-Neutral Risk Factors

- Criminal history
- Criminal thinking
- Antisocial associates
- Vocational/educational
- Financial problems
- Family support
- Substance abuse
- Accommodations
Women’s Risk/Needs Instrument (WRNA)
Gender Responsive Risk Factors

- Mental health history
- Anger
- Depression/anxiety
- Psychosis
- Child abuse
- Adult victimizations
- PTSD
- Relationship dysfunction
- Parental stress
- Housing safety
Women’s Risk/Needs Instrument (WRNA)
Gender Responsive Strengths

- Self-efficacy,
- Family support,
- Parental involvement,
- Educational assets,
- Relationship support.
Pretrial Settings

- Informs diversion decisions (Risk Levels and Specific Needs);
- Informs Pretrial Supervision (Risk Levels and Specific Needs);
- Guides programming during jail terms and pretrial supervision.
Innovations in Gender-Informed Pretrial Practice for Women

• Pretrial Screening and Service Referral Networks;

• The Unique Pretrial Context;

• Foundational research by Dr. Krista Gehring, University of Cincinnati, in Hamilton County, OH;

• Pilot Projects in Dutchess County, NY, and Milwaukee County, WI, supported by the National Resource Center on Justice Involved Women (NRCJIW) in Dutchess County.
Hamilton County
Women’s Assessment Project

Three-year evaluation relating to the arrest, incarceration, assessment, and treatment of women (Grace, O’Donnell, Walters, and Smitson -1999):

- Identified similar gender-responsive risk/need factors;

- If factors are undetected, put women at higher risk of pretrial misconduct;

- Few if any validated gender-responsive risk/needs assessment tools existed for use at the pretrial stage.
Hamilton County
Women’s Assessment Project, Continued.

• Endeavored to create an EB gender-responsive screening and treatment intervention process that would reduce the high incidence of pretrial detention and incarceration of women.
Unable to conduct construction validation; pretrial component was not funded;

In April 2007, Hamilton County, OH began to use the tool for program referrals;

Administered tool to both women and men;

2009 validation funding provided to the University of Cincinnati by The Health Foundation of Greater Cincinnati.
# Inventory of Need (ION) Domains

<table>
<thead>
<tr>
<th>Domain</th>
<th>Domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residence</td>
<td>Medical</td>
</tr>
<tr>
<td>Family of Origin</td>
<td>Trauma</td>
</tr>
<tr>
<td>Significant Other</td>
<td>Mental Health</td>
</tr>
<tr>
<td>Children</td>
<td>Support and Barriers</td>
</tr>
<tr>
<td>Education</td>
<td>Programming Goals</td>
</tr>
<tr>
<td>Financial</td>
<td>Financial Worksheet</td>
</tr>
</tbody>
</table>
Research in the Pretrial Realm

• Variation of the WRNA in Hamilton County, Ohio
  – *Inventory of Need Pretrial Screening Tool*;

• Dr. Gehring looked at both male and female pretrial defendants (N=266). We are focusing on the findings for women;

• Were these needs related to pretrial failure?
  – FTAs
  – New Arrests
  – Any Failures

• Did these needs differ for men and women?
Needs/Scales in the Study

1. All items in a domain
2. Predictive items
3. Scale
## Needs in the Study

<table>
<thead>
<tr>
<th>Gender-Neutral</th>
<th>Gender-Responsive</th>
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</thead>
<tbody>
<tr>
<td>• Criminal History (risk)</td>
<td>• Abuse</td>
</tr>
<tr>
<td>• Employment</td>
<td>• Trauma</td>
</tr>
<tr>
<td>• Educational Need</td>
<td>• Mental Health</td>
</tr>
<tr>
<td>• Substance Abuse</td>
<td>• Homelessness</td>
</tr>
<tr>
<td></td>
<td>• Family Support</td>
</tr>
</tbody>
</table>
Prevalence of Needs

- Abuse
- Trauma
# Needs Related to Pretrial Failure

<table>
<thead>
<tr>
<th>FTAs</th>
<th>New Arrests</th>
<th>Any Failure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal History</td>
<td>Criminal History (6 Mo)</td>
<td>Criminal History</td>
</tr>
<tr>
<td>Employment</td>
<td>Employment</td>
<td>Employment</td>
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<td>Substance Abuse</td>
<td>Substance Abuse</td>
<td>Substance Abuse</td>
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<tr>
<td>Abuse</td>
<td>Abuse</td>
<td>Abuse</td>
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<tr>
<td>Trauma</td>
<td>Mental Health</td>
<td>Mental Health</td>
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<tr>
<td>Mental Health</td>
<td>Homelessness</td>
<td>Homelessness</td>
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<tr>
<td>Homelessness</td>
<td>Family Support</td>
<td>Family Support</td>
</tr>
</tbody>
</table>

FTAs

- Criminal History
- Employment
- Substance Abuse
- Abuse
- Trauma
- Mental Health
- Homelessness
- Family Support

New Arrests

- Criminal History (6 Mo)
- Employment
- Substance Abuse
- Abuse
- Mental Health
- Homelessness

Any Failure

- Criminal History
- Employment
- Substance Abuse
- Abuse
- Mental Health
- Homelessness
- Family Support
ION Validation Results (4 and 6 Month Follow-up)

<table>
<thead>
<tr>
<th>Inventory of Need</th>
<th>FTAs</th>
<th>New Arrests</th>
<th>Any Failure</th>
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<tr>
<td></td>
<td>4 mo.</td>
<td>6 mo.</td>
<td>4 mo.</td>
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<td>Hamilton County, OH (N=85)</td>
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<td>.48*** .89</td>
<td>.23*** .67</td>
<td>.18** .60</td>
<td>.40*** .78</td>
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</table>
The Importance of FTAs

• This failure could contribute to individuals being drawn further into the system;

• Once individuals are in the system, it is difficult for them to extricate themselves;

• More factors are related to FTAs, including mental health and trauma, especially true for women.
The Importance of Pretrial Needs

• Addressing these needs (both gender-neutral and gender-responsive) could reduce the likelihood of pretrial failure;

• Pretrial agencies could use information about pretrial needs to connect defendants to appropriate services during the pretrial stage.
Hamilton County Gender Responsive Screening and Assessment Tools

- Can easily be incorporated into pretrial release screening and supervision processes to identify and respond to the needs of women early on in the criminal justice process;

- Can minimize pretrial misconduct through progressive intervention strategies:
  - Suggests the need for brief interventions and/or the need for more comprehensive assessments;
  - Facilitates engagement to meet immediate and long term needs of women within their communities;
  - Informs judges of meaningful pretrial release options.
Integrating Gender Responsive Resources into the Legal Framework

• Pretrial Services Agencies (PSA) are uniquely positioned to broker an array of services to meet the needs women at the gateway of the criminal justice system;

• PSA’s can partner across stakeholder groups and community-based resources to access brief interventions to lay the groundwork for an uninterrupted EBP continuity of care model that promotes escalated levels of effective intervention post-adjudication:
  
  – Agreements to Blend Funding to intervene early on;
  – Reimbursements to PSA by behavioral health and health providers for client arrest and linkage information;
  – Grants/Seed funding to demonstrate improved outcomes.
Important Considerations

- State/Local Laws on Bail;
- Laws Protecting Confidentiality;
- Existence of Gender Responsive Resources for Women;
- Local System’s Training Needs;
- Willingness to build Women’s Collaborative;
- Strategic Allocation of Resources:
  - Responsive, Trained Staff;
  - Integrated Information Systems:
    - Ability to catalog risk and respond appropriately within
      the legal framework;
    - Sharing with whom, when, and for what purpose?
Implementation Progress in Dutchess and Milwaukee Counties

- Administer pretrial ION, following initial screening with a gender-neutral pretrial tool, with medium and high risk women only;
- Training for sites in GR research, interviewing and case management skills;
- ION administration began June, 2014;
- Interview takes 45 minutes on average for each female defendant.
Implementation Progress in Dutchess and Milwaukee Counties

- Initial reaction of women defendants very positive; they appreciate pretrial officers taking the time to get to know them;

- Dutchess County has developed a “Pretrial ION Administrative Guide”;

- Importance of availability of gender-responsive services in the counties to which women can be referred;

- Research to study validity and usefulness of ION in the two pilot sites conducted by Dr. Krista Gehring.
Probation Settings

- Informs level of supervision (Risk Levels);
- Determines who is at high priority for services and programs (Risk Levels and the Risk Principle);
- Identifies areas of need for case management and referrals;
- Opportunity to observe changes in risk/need levels over time.
THE WRNA IN PROBATION:
Utah: AP&P

Martene Mackie
Utah Department of Corrections
September 16, 2014
UTAH AT A GLANCE

- There are currently 4,608 female offenders under UDC jurisdiction statewide.
  - 631 are incarcerated in prison.
  - 3,977 are being supervised in the community by AP&P.
    - 454 are on parole
    - 3,523 are on probation
As of November 2013, Utah’s recidivism rate among female probationers was 53.8%
UTAH’s female prison population

[Chart showing the number of parole revocations and probation new commitments from Q1 2009 to Q2 2014.]
Why are we sending them to prison?

FEMALE ADMISSIONS TO PRISON BY TYPE

<table>
<thead>
<tr>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q1</th>
<th>Q2</th>
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<th>Q4</th>
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- FROM PAROLE
- FROM PROBATION
- NEW COMMITMENT
Female Probation to Prison Committments

Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4
2009 2010 2011 2012 2013 2014

- PROBATION VIOLATION WITH NEW CHARGES
- PROBATION TECHNICAL VIOLATION ONLY
The beginning of change
April 2013

• Female Offender Success Initiative (FOSI) is formed;

• Search for gender-specific female assessment tool;

• Application submitted for SMART Grant.
FOSI forges AHEAD

- **OCTOBER 2013:** FOSI went from a Probation project to a Statewide initiative;
- **OCTOBER 2013:** FOSI Task Force created (collaboratively with all divisions);
- **JANUARY 2014:** UDC Admin provided $150,000 for training, software and implementation of the WRNA assessment tool;
- **FEBRUARY 2014:** WRNA approved as Sole Source for UDC female assessment - Purchase Order issued;
- **MARCH - APRIL 2014:** Leadership / WRNA training – UC;
- **JUNE 2014:** WRNA Assessor and Train the Trainer trainings;
- **AUGUST 2014:** WRNA Assessor training – Utah trainers.
FEMALE OFFENDER SUCCESS INITIATIVE (FOSI) MISSION STATEMENT

We are building a collaborative environment with women to forge new pathways out of the Criminal Justice system through gender responsive treatment, services, and establishment of healthy relationships.
Female Offender Success Initiative (FOSI)

- Develop a “stop entry” plan to reduce female prison referrals;
- Implement gender responsive interventions;
- Increase collaboration with community partners;
- Develop and implement supervision strategies, policies and practices to meet the needs of female population;
- Implement trauma informed training with UDC staff.
Female Offender Success Initiative (FOSI), Continued.

- Bridge gaps in transitional services through collaboration with all divisions of UDC (DIO, AP&P, and Programming);
- Increase adherence to the Risk, Need, Responsivity Principle (RNR);
- Implementation of the Women’s Risk Need Assessment (WRNA) as a replacement to the LSI-R for females.
- Criminal History
- Education/Employment
- Financial
- Accommodations
- Peers/Companions
- Family/Marital
- Substance Abuse
- Leisure/Recreation
- Emotional behavior
- Attitudes/Orientation

- Trauma & Victimization
- Self Efficacy
- Self Esteem
- Safety
- Health and Sexuality
- Gender Discrimination & Harassment
- Parenting
- Child Care/ Child Custody
FOSI CASE MANAGEMENT
Accomplishments

- WRNA trainings;
- WRNA Matrix;
- FOSI agents now in all but 3 counties, all WRNA trained;
- Division of AP&P hired 2 full-time computer programmers;
- WRNA categories in our document management system;
- WRNA currently being incorporated into UDC database.
Accomplishments, Continued.

- Courts, Judges, and attorneys have been made aware of WRNA & FOSI
- Legislative and community support
- FOSI is recipient of 2014 Governor’s Award of Excellence
FOSI TEAM GETS GOVERNOR’S AWARD
Governor's Award for Excellence
2014
Presented to
FOSI Committee
For Innovation and Efficiency
In recognition of your extraordinary vision and commitment to excellence
Gary R. Herbert
Governor Gary R. Herbert
SEAL OF THE GOVERNOR OF THE STATE OF UTAH
FOSI GOALS

- Open UDC’s second female Community Corrections Center
- Seamless WRNA implementation:
  
  Intake ➔ Probation ➔ Prison ➔ Pre-release ➔ Parole
- System-wide implementation of WRNA as stand-alone female assessment tool
- WRNA linked to Standards of Supervision for females
- Complete WRNA Matrix for AP&P
- Train judges, attorneys, Board of Pardons & Parole on FOSI and WRNA
- Support UDC Success Initiative for a 25% reduction in recidivism by 2017
?? QUESTIONS ??

THANK YOU!

Martene Mackie
801-592-7367
mmackie@utah.gov
Validation Results Probation Sites
### Probation Validation Results (12 Month Follow-up)

<table>
<thead>
<tr>
<th>Probation WRNA</th>
<th>Arrests</th>
<th>Offense-Rel. Failure</th>
<th>Any Failure</th>
<th>Incar.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>AUC</td>
<td>r</td>
<td>AUC</td>
</tr>
<tr>
<td><strong>Stand Alone WRNA</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Missouri (2008)&lt;sup&gt;a&lt;/sup&gt;</td>
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<td>.29***</td>
<td>.66</td>
<td>.31***</td>
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<td>Missouri (2013)(N=85)</td>
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<td>.24**</td>
<td>.62</td>
<td>.28***</td>
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<tr>
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<td>.16**</td>
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<tr>
<td><strong>Trailer</strong></td>
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<tr>
<td>Maui (2008)(N=158)&lt;sup&gt;a&lt;/sup&gt;</td>
<td>.37***</td>
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<td>Minnesota (2013)(N=51)</td>
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<td>.71</td>
<td>.35***</td>
<td>.69</td>
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<tr>
<td>Iowa (2013)(N=316)</td>
<td>.23***</td>
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<td>.24***</td>
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</table>

<sup>a</sup> Follow up is 24 months, otherwise 12 months.
What’s Important for Probation?

<table>
<thead>
<tr>
<th>Gender–Neutral Risk Factors</th>
<th>Gender-Responsive Risk Factors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal history</td>
<td>Housing safety</td>
</tr>
<tr>
<td>Financial/employment</td>
<td>Anger</td>
</tr>
<tr>
<td>Antisocial friends</td>
<td>Depression (symptoms)</td>
</tr>
<tr>
<td>Substance abuse</td>
<td>Abuse</td>
</tr>
<tr>
<td></td>
<td>Parental stress</td>
</tr>
</tbody>
</table>

**Strengths**
- Educational assets
- Self-efficacy
- Family support
Prison Settings

- Determines who is at high priority for services and programs (Risk Levels and the Risk Principle);
- Identifies areas of need for case management and program referrals;
- A tool to facilitate re-entry planning;
- Risk scale is seldom used for assignment to custody level unless higher custody is also a treatment setting.
Female Offender Success Initiative and Womens Risk Needs Assessment
A Rabbit on the Swim Team
Mission Statement

We are building a collaborative environment with women to forge new pathways out of the Criminal Justice system through gender responsive treatment, services, and establishment of healthy relationships.
• 2005 Introduction of GR to Leaders;

• 2008: Culture Change: WOCMM training/NIC;

• 2010: Physical changes to the compound: uniforms, ladders; atmosphere; issues that address women’s needs;

• 2013: FOSI team formed;

• 2014: WRNA implementation begins.
Women’s Risk Needs Assessment (WRNA)

- Training from the University of Cincinnati;
- Leaders meeting on a regular basis for WRNA implementation planning;
- Train the Trainers in place;
- To begin delivering the WRNA assessments to:
  - New Commitments
  - Parole violators
  - Pre-release
Goals – Case Action Plan
COLLABORATION

Clinical Services

Programming

Institutional Operations

Adult Probation And Parole

Community Partners

Utah Correctional Industries
Questions?
Validation Results Prison Sites
## Prison Validation Results (12 Month Follow-up)

<table>
<thead>
<tr>
<th>Probation WRNA</th>
<th>Serious Misconducts</th>
<th>Aggressive Misconducts</th>
</tr>
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<tbody>
<tr>
<td></td>
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<td>AUC</td>
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<tr>
<td>Stand Alone WRNA</td>
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<tr>
<td>Missouri (2008)(N=272)</td>
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<td>Missouri (2013)(N=98)$^a$</td>
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<td>Rhode Island (2013)(N=69)</td>
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<td>California (2010)(N=604)</td>
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<tr>
<td>California (2010)(N=305)</td>
<td>.38***</td>
<td>.79</td>
</tr>
</tbody>
</table>

$^a$ Follow-up is 6 months, otherwise 12 months.
What’s Important for Incarcerated Women?

Gender–Neutral Risk Factors
Criminal history
Antisocial friends
Substance abuse

Gender-Responsive Risk Factors
• Anger
• Depression (symptoms)
• Psychosis
• Abuse
• Relationship Dysfunction

Strengths
• Family support
Prerelease/Parole Settings

- Determines who is at high priority for services and programs (Risk Levels and the Risk Principle);

- Offers a progress and status report to parole agents;

- Identifies areas of need for case planning and community re-entry. Focus is on community adjustment and linking women to community programs and services;

- A tool to identify community risk and supervision levels (risk scale).
The CT “Jender” Responsive Journey

Where We Were;
Where We Are;
Where We Are Going.
Where We Were/Getting Started

• All Parole Staff Trained on LSI-R, ASUS-R-Gender Neutral Assessments and Policy in place by end of 2008;

• Best Practices Unit/Parole and Community Services review Gender Responsive Supervision and Practice in CT;

• University of Cincinnati Evaluation Grant-Decision Made by CT-Focus on Field Supervision Assessment, Supervision and Practice;

• Staff Identified to participate in Grant.
Getting Started-Staff Training

- Staff Trained to be Trainers by UC Staff 2010-11
  The Development of an internal capacity;

- Staff Training in Gender Responsive Strategies and Culture/Motivational Interviewing;

- Importance of Internal AND External Gender Responsive Training.
Forming Partners/Implementing GR Programs

• Strong Collaboration with CT Court Support Services Division (CSSD);

• CT Probation Women Offender Case Management (WOCMM) support, meetings and training;

• Internal Support Crucial (Interagency Support for Change);

• Advocating for Gender Responsive, Trauma Informed/Trauma Centered/MH Tx (Program Matrix Developed).
Where We Are Now

- Recent Development of a Gender Responsive Unit CT Women’s Re-Entry Unit (WRU);
- Staffing the Specialized Unit/Challenges/Caseload Sizes;
- Change in Supervision Style;
- Reductions in technical violations.
Time-Out Program

• Incremental Sanction;

• 30 Day Detox/Treatment provided;

• Return to Inpatient/Halfway House/IOP Community Supervision.
Where We Are Going: A Seamless System

- Expansion Of WRU;
- York CI Expansion;
- Assessments Prior to Parole Board Hearings;
- Quality Assurance.
Validation Results Prerelease Sites
## Prerelease Validation Results (12 Month Follow-up)

<table>
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<tr>
<th>Probation WRNA</th>
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* Follow up is 24 months, otherwise 12 months.
What’s Important for Returning Inmates?

Gender–Neutral Risk Factors
- Criminal history
- Financial/employment
- Antisocial friends
- Substance abuse

Gender-Responsive Risk Factors
- Housing safety
- Anger
- Depression (symptoms)
- Psychotic (symptoms)
- Abuse
- Parental stress
- Relationship dysfunction

Strengths
- Self-efficacy
- Family support