EBP Standards Recommendations

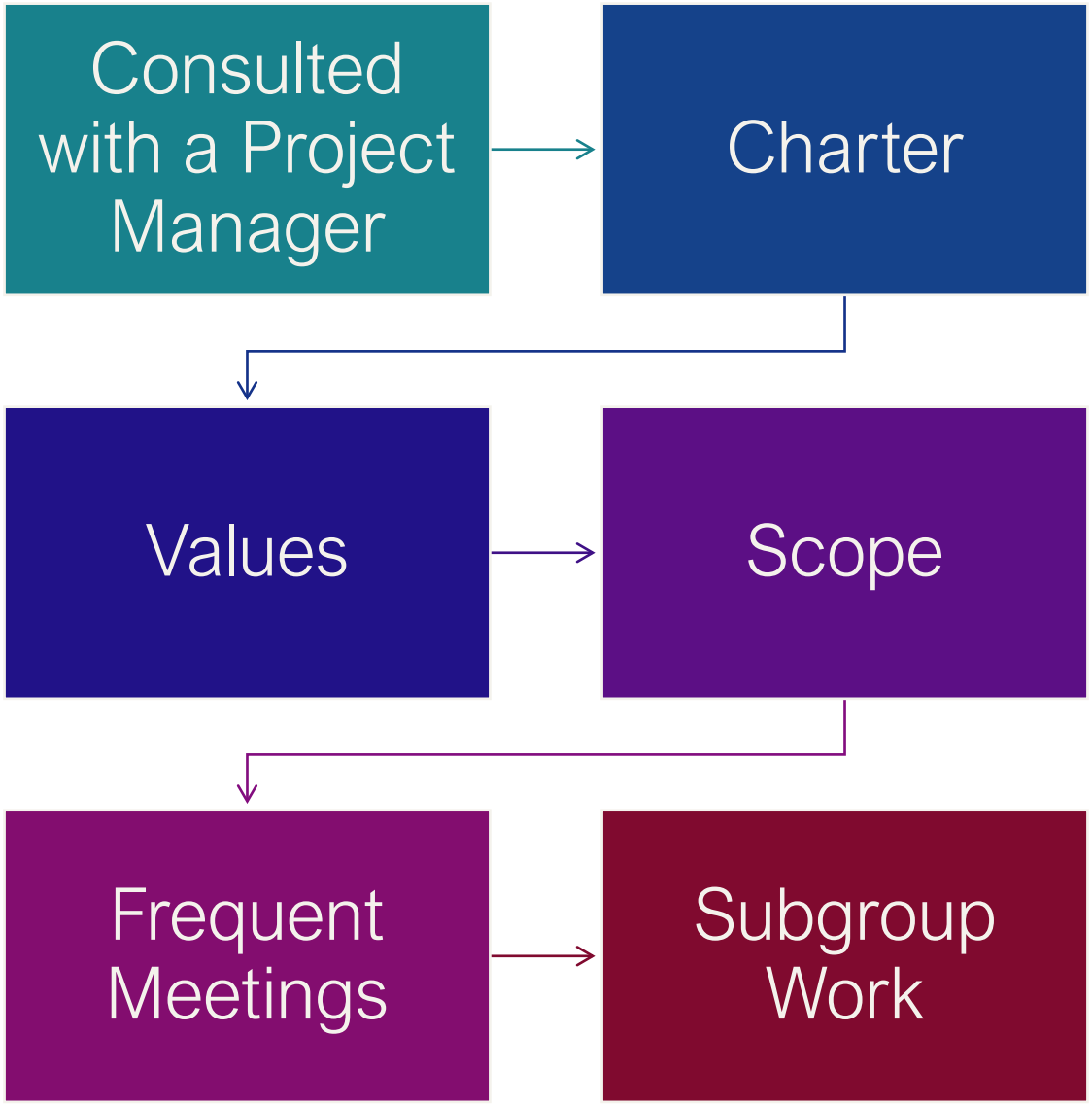
Disparities in Service Delivery

CSG found, "(1) Inconsistency in [EBP] training, coaching, practice and (2) Limited [EBP] training, coaching and QA impede ensuring that agents are change agents and not acting as law enforcement."

Our Deliverable

Make recommendations for developing a statewide training, coaching, and quality assurance system overseen by an Evidence Based Practice Coordinator

Our Approach to the Work



Committee Members

Jennifer Schaefer, EBP Coordinator; Hennepin County

Jessica Sonnek, EBP Coordinator; Hennepin County

Rachel L. Miller, Statewide EBP Coordinator; MN DOC

Katie Henly, Project Manager; Hennepin County

Andrea Emery, Probation Officer; Goodhue County

Carrie Hansen, EBP Supervisor; Anoka County

Christel Roelofs, Deputy Director; Kandiyohi County

Dale Arnold, District Supervisor; MN DOC

Darnell Brethorst, EBP Coordinator; Wright County

Debra Schmitt, Probation Officer/EBP Coordinator; Mower County

Erin Johnson, EBP Coordinator; Dodge & Olmsted Counties

Julie Jefferson, Planning Specialist; Ramsey County

Mary Ann Campbell, Probation Officer; Arrowhead Regional Corrections

Shannon Olean, EBP Coordinator; Dakota County

Stephanie Buelow, EBP Coordinator; Scott County

Willie Swanson, Field Services Correctional Program Director; MN DOC

Scope of our Project

IN SCOPE

- 8 Principles of EBP
- Diversity, Equity, & Inclusion
- Implementation Science
- Research Driven
- Recommendations on outcome measurements
- Differentiate between adult vs juvenile where applicable
- Trauma Informed

OUT OF SCOPE

- **Employee training programs outside of EBP**
- **Recommending resource allocations**
- **Recommendations for EBP related to specialized client populations**
- **Recommendations for providers outside of agency influence**
- **Recommendations directly related to the victim**

Recommendation Levels

Essential:
Core or bare minimum

Optimal:
'Gold Star'

Policy Recommendations

Agencies shall ensure that all applicable staff will complete initial training in all the EBP skill areas within the first year of employment.

Agencies shall ensure that all applicable staff participate in a minimum of 16 hours per year of ongoing EBP training to support skill development and develop/maintain proficiency.

Policy Recommendations

Agencies shall provide regular coaching to applicable staff to ensure consistent application and support development of EBP skills and principles.

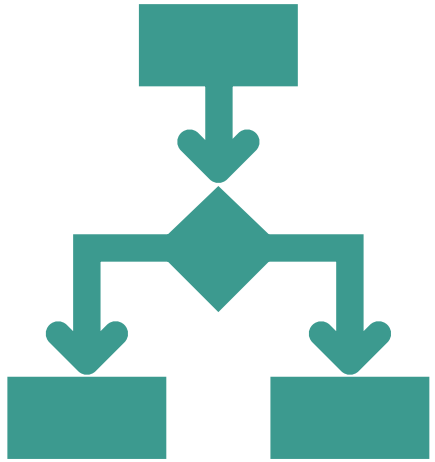
Agencies shall implement quality assurance measures to regularly assess and provide feedback to staff, stakeholders and clients around the use and effectiveness of EBP skills, principles, training and coaching.

Policy Recommendations

A diverse and representative implementation team, with EBP expertise, shall be established to oversee EBP implementation, training, coaching, and QA across all supervision agencies. The implementation team will design standards, annually review and recommend statewide EBP practices, provide support for staff development, and ensure alignment with EBP practices, reporting to CSAC on a regular basis.

All supervision agencies shall utilize EBP practices, as identified and approved annually by the state EBP implementation team, as the supervision approach with clients.

Implementation Team Recommended



Varied agency baselines for EBP training, resources, personnel, and ability to implement and sustain efforts, pushed us to recognize that we needed a team to support implementation efforts statewide

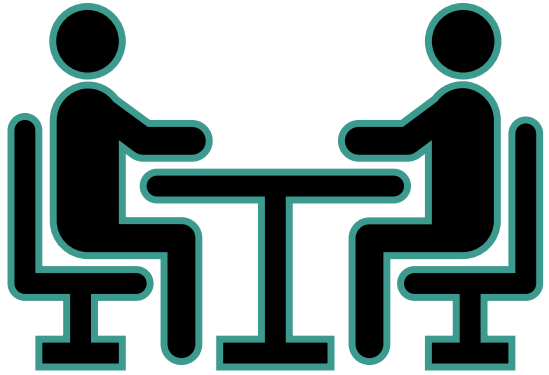
Overarching Recommendations

- Who
- Initial EBP Training
- Sustaining EBP Skills
- Supporting Training
- Coaching
- QA/Outcome Measurement

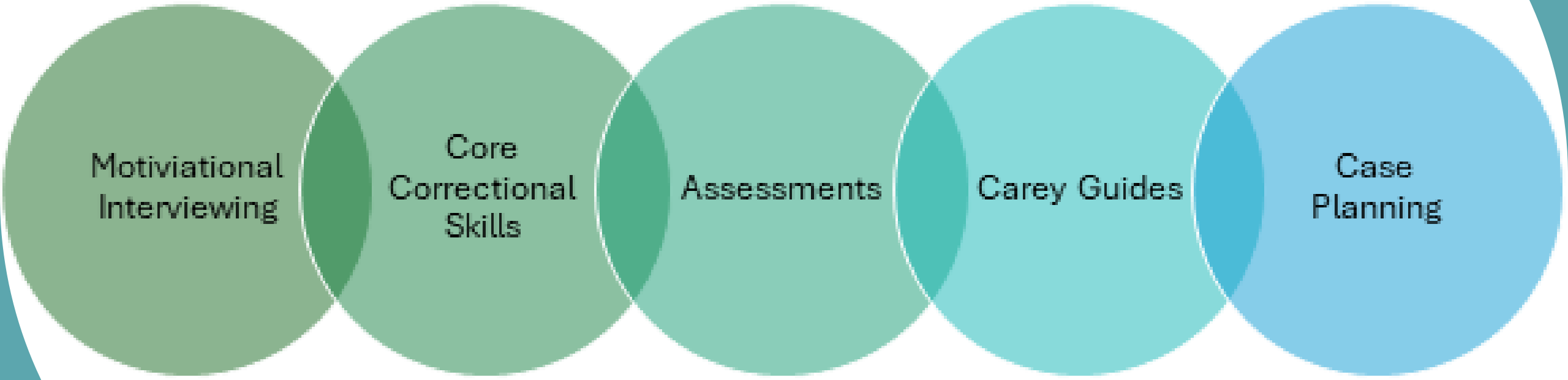
Who Are We Talking About?

Client-facing agents that supervise medium and high-risk clients

Supervisors



Training Timeline for First Year of Employment



Sustaining EBP Skills: Refreshers

Essential Recommendation:
4 hours per quarter and/or
16 hours per year

Optimal Recommendations:
8 hours per quarter and/or
32 hours per year

Coaching

Individual EBP Skill Coaching

Integrated EBP Coaching

Supporting Training

- Diversity, Equity and Inclusion
- Trauma

Quality Assurance (QA)/Outcome Measurement

- Client surveys
- Staff surveys
- Annual metrics

Potential challenges if this work is adopted?

Creating consistency across all delivery systems

Resources and staffing

Implementation

Training and coaching support

Data analysis resources

Benefits if this work is adopted?

Reducing disparities for clients (racial, gender, cultural, marginalized people, geographical)

Implementation support

Training and coaching support

Improved data analysis and collection

Improved quality assurance

Consistency across delivery systems:

- Service delivery for clients
- Increased opportunity for staff skill development
- Increased collaboration across delivery systems

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Moving forward with additional considerations

Rachel Miller, EBP Coordinator (DOC)
Jenny Schaefer, EBP Coordinator (Hennepin County)
Jessica Sonnek, EBP Coordinator (Hennepin County)

Thank you for your time and consideration