
Policy Number:

Title: Statewide Evidence-Based Practices Training, Coaching & Quality Assurance System

Effective Date: TBD

PURPOSE: To create a consistent framework for statewide community supervision agencies that provide training, ongoing coaching, and quality assurance in evidence-based skills to increase knowledge for practitioners, improve client outcomes, and promote public safety.

APPLICABILITY: Minnesota community supervision agencies.

DEFINITIONS:

Evidence-Based Practices (EBP): Strategies and techniques proven, through rigorous empirical research, to reduce recidivism. Evidence Based Practices include motivational interviewing, assessments, case planning, targeting interventions to areas of risk and need, and engaging community support.

Validated Assessment: A standardized tool that systematically measures risk, need and responsivity.

Motivational Interviewing: A guiding style of communicating that helps empower people to make positive changes by drawing out the person's own motivation, meaning, importance, and capacity for change. It is a client-centered approach that is respectful and honors the person's autonomy.

Core Correctional Practices: A combination of techniques corrections professionals can use to effectively encourage behavior change (Dowden & Andrews 2004).

Cognitive Behavioral Interventions: Focus on how core beliefs and thoughts influence emotions and behaviors.

Case Planning: A case plan guides the corrections practitioner and the client toward the accomplishment of specific requirements and goals. The plan targets criminogenic needs and should be written, time and goal driven, and dynamic in nature.

EBP Coaching Model: Coaches and/or trainers, with expertise in all EBP skills areas, assess and give feedback regarding the integration and application of the EBP skills with clients.

Quality Assurance: A process designed to support implementation efforts through periodic review of supervision practices and services to compare actual practices to the benchmarks of quality established by the organization.

PROCEDURES:

- A. All agencies will require initial base-level training for new supervision agents and supervisors if not previously completed, within the first year of employment in the following five EBP skill areas:
 - 1) Motivational Interviewing I and II
 - 2) Core Correctional Practices
 - 3) Validated Assessments
 - 4) Cognitive Behavioral Interventions
 - 5) Case Planning
- B. All agencies will require all applicable staff participate in a minimum of 16 hours per year of ongoing EBP training to support skill development and develop/maintain proficiency. Agencies will determine relevant EBP content for approved hours.
- C. All agencies will provide Integrated EBP coaching with staff to ensure consistent application and support development of EBP skills and principles following initial training identified in section A of this policy.
- D. All agencies will conduct quality assurance measures and report applicable data to stakeholders around the use and effectiveness of EBP skills, principles, training, and coaching.

INTERNAL CONTROL:

DOC will offer Statewide Training Academy and document training participation.

All Minnesota community supervision agencies will document compliance with these requirements in their Comprehensive Plan.

ATTACHMENTS:

Implementation Considerations

APPROVAL:



Commissioner of Corrections