
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 Plan – A case plan guides the corrections practitioner and the client toward the accomplishment of action steps and goals. The plan targets criminogenic needs and should be written, time and goal driven, and dynamic in nature.

Case Planning – Case planning is different than monitoring the client's conditions. The purpose of case planning is to reduce a client's risk of re-offense by building skills using cognitive behavioral interventions targeting a client's criminogenic needs. If a client has more than one criminogenic need, the initial case planning process will help align with an initial area of focus.

Criminogenic Need: Attributes that directly contribute to an individual's likelihood of engaging in future criminal behavior.

EBP Coaching Model: A framework where individuals with coaching and EBP skill area expertise 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 must 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 must require all applicable staff to participate in a minimum of 16 hours per year of ongoing EBP training to support skill development and develop/maintain proficiency. Agencies must determine relevant EBP content for approved hours.

- C. All agencies must 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 must establish 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 upon completion of STA.

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

APPROVAL:

Evidence Based Practices Statewide Advisory Committee, Community Supervision Advisory Committee, and the Commissioner of Corrections