STATE OF MINNESOTA EBP TRAINING, COACHING & QUALITY ASSURANCE STANDARDS

HOW DID WE GET HERE?

In 2021, state leaders contracted with The Council of State Governments (CSG) to assess community supervision (probation and parole practices) across the state of Minnesota. Over the course of the assessment period, CSG uncovered inconsistencies in the practice of community supervision across delivery systems and agencies. Notably 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. "These findings, along with others, resulted in a list of recommendations, including the creation of the Community Services Advisory Committee (CSAC). This legislatively appointed committee is required to make recommendations to assist in creating standardized Evidenced Based Practices (EBP) practices in Minnesota. There were eleven deliverables identified in Minn. Stat. § 401.14, subds. 3 to provide written advice and recommendations to the commissioner on developing policy. CSAC identified existing committees that would be able to take responsibility for several of the deliverables. The EBP Advisory Committee was tasked with making recommendations for, "(8) developing a statewide training, coaching, and quality assurance system".

Three EBP Advisory Committee members co-chaired and led a project team inclusive of representatives from the various delivery systems and those with EBP expertise. The team focused on providing timely, research driven and equity informed recommendations aligned with principles of implementation science.

The project team approached the work through the lens of the "Eight Evidence-Based Principles of Effective Intervention". This work done by the National Institute of Corrections is widely accepted as the foundation for EBP. EBP skill areas that correlated with each principle emerged, which are identified below. Coaching was included as focus area per the ask embedded in the deliverable and EBP literature noting it as a key component to support skill development and implementation.

EBP Principle	EBP Skill Area
Enhancing Intrinsic Motivation	Motivational Interviewing
Increase Positive Reinforcement	Utilizing Core Correctional Practices such as Positive Reinforcement, Effective Disapproval and Effective Authority
Assessing Risk & Needs	Utilizing Validated Risk Assessment Tools
Skill Train with Direct Practice	Cognitive Behavioral Interventions
Targeted Interventions	Utilizing a Case Planning Process
Coaching for QA and Support of EBP Skills	

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Recommendations for "essential" or baseline training, coaching and QA for each EBP skill area were noted in the report, along with "optimal" recommendations which are more aligned with best practices. The full report can be accessed here: EBP Standards Report This report was provided to CSAC and the Commissioner of Corrections who directed recommendations be written into policy.

WHAT ARE THE STANDARDS?

The policy 610.010 Statewide Evidence-Based Practices Training, Coaching, and Quality Assurance goes into effect July 1, 2026. (link when live on DOC site) The purpose of the policy is: "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." Community supervision agencies will report appropriate information as requested in their comprehensive plans.

HOW DO WE GET THERE?

The Statewide EBP Advisory Committee remains committed to supporting all delivery systems and individual agencies across the state as they strive for alignment with the new EBP training, coaching and quality assurance policy. (name policy here?). This will require the ongoing sharing of resources, such as access to statewide training opportunities, collaboration between agencies, new and creative ways to support EBP skill development, and the exchange of knowledge and expertise. The EBP Advisory Committee's goal as this policy launches is to provide guidance, support and connection to learning opportunities.

Specific support/opportunities include:

- Statewide EBP network/website (link)
- EBP Trainer groups/Communities of Practice
- Statewide Training Academy (contact)
- EBP Café's (links)
- Access to EBP Advisory Committee members
- Lunch and Learns (schedule)
- What else?