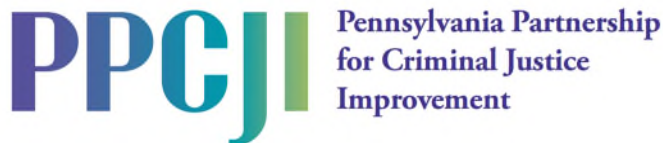


Implementation of EBP in County Probation: Where are we now?

CJAB Conference

From Crisis to Collaboration: Building Resilient Justice Systems

April 23, 2025



Today's Agenda

- Brief overview of EBP
- Survey results
- Wins
- Panel discussion



What is “evidence-based practice”?

- The use of scientific research to guide and inform **efficient** and **effective** justice services

Why EBP?

Improves outcomes
(average 30%
recidivism
reduction)

Cost-effective

Improves staff
morale

Four Core Competencies

- Developing professional relationships
- Creating effective case plans and case management strategies
- Conducting skill practice to address criminogenic needs
- Using appropriate responses to shape behavior



Four Key Principles Supported by Research

Risk Principle

- **Who** we intervene with
- **How much** intervention a person receives

Need Principle

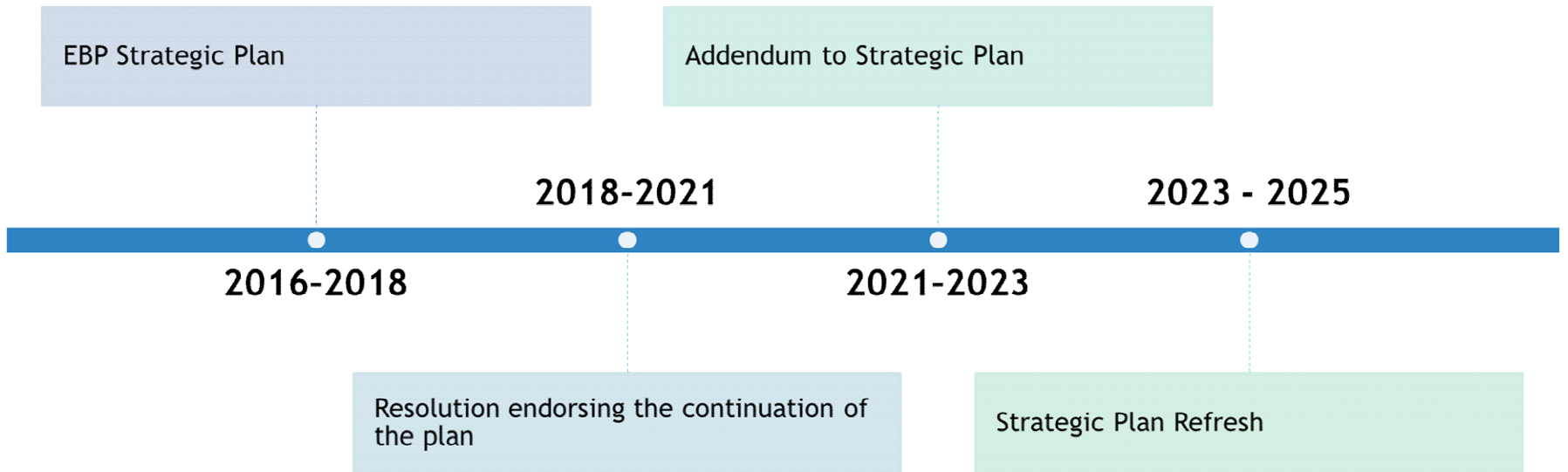
- Which **criminogenic needs** we address

Responsivity Principle

- **How** we address a person's needs

Intervention Principle: Which programming we use

EBP Journey



Stages of Implementation



Stage One Survey Results

STAGE

1

PREPARATION

Key Tasks:

1. Conduct an organizational culture/readiness assessment
2. Develop a county EBP implementation plan
3. Determine the level of technical assistance required
4. Train staff on the principles of EBP and on the strategic plan
5. Provide EBP training to local stakeholders

- 97% have started to implement EBP
- 60% have trained majority of staff in principles of EBP
 - 35% in progress
- 24% have trained majority of stakeholders in principles of EBP
 - 37% in progress
 - 16% planning

Stage Two Survey Results

STAGE 2

INITIATION

Key Tasks:

1. Train and coach staff in motivational interviewing
2. Develop risk and needs assessment practices and train staff
3. Choose a model for effective one-on-one interventions and train staff
4. Develop a case plan template and train staff
5. Create and implement a quality assurance system

- 90% implemented motivational interviewing
- 89% implemented a third or fourth generation risk assessment
- 29% use tools to address criminogenic needs during 1:1 appointments
- 47% develop case plans that focus on criminogenic needs
- 32% incorporate quality assurance and continuous quality assurance

Stage Three Survey Results

STAGE
3

IMPLEMENTATION

Key Tasks:

1. Develop a caseload structure
2. Provide group-based cognitive behavioral interventions
3. Develop effective responses to prosocial and noncompliant behaviors, and train staff

- 79% use assessments to determine level of intensity
- 49% structure caseloads according to risk
- 71% use cognitive behavioral interventions internally or externally
- 48% have incorporated graduated responses

Stage Four Survey Response

STAGE

4

EVALUATION

Key Tasks:

1. Create a performance management system
2. Align policies and practices with EBP
3. Conduct a gap analysis and develop a service matrix
4. Ensure sustainability

- 35% have aligned policies with EBP
 - 50% in progress
- 24% have a service matrix of available programs
 - 23% in progress
- 11% conducted gap analysis
 - 13% in progress
- 29% have a sustainability plan
 - 32% in progress

Top Five Things Needed

- Stakeholder buy-in
- Training (end user & train the trainer)
- Staff buy-in (line and management)
- Staffing/turnover
- Funding



Full Survey Results



<https://ccappoap.com/ebp-resources/ebp-stakeholder-resources/>

Wins

- Counties have experienced decreases in
 - Caseloads
 - Violation petitions/hearings
 - Arrest/incidents
 - Jail populations
 - Recidivism



BJA Grant Findings

- Berks, Dauphin, and York
- 2017, 2022, and 2023
- 9,406 supervised individuals
- 176 less victims

Observed reduction in
recidivism
of over 50%

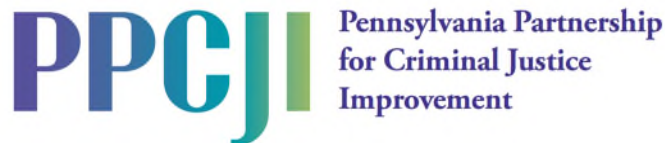
Panel

April Billet, York County Probation Services

Jeffrey Angradi, Pike County Probation Office

Douglas Wilburne, Franklyn County Adult Probation

Regina Himes, Armstrong County Probation Services



EBP Resources



<https://ccappoap.com/ebp-resources/>