

# The Standardized Program Evaluation Protocol (SPEP™):

**Service Score Results:** Advisory (\*) SPEP™ ID and Contact Time: 0331-A01-T01

Agency/Program Name: CONCERN/Concern Treatment for Boys (CTUB)

Service Name: Aggression Replacement Training® (ART®)

Cohort Total: 5 (\*)

Cohort Time Frame: Youth that began the service on/after August 1, 2020 and ended on/before March 15, 2022

Referral County(s): Bucks (2), Delaware (3)

Feedback Report Delivery: Sept 26, 2022

County/Probation Officer(s) Involved: Bryanna Davis and Lisa Fetzer, Montgomery County; Andrew Guise, York  
Kiersten Keenan, Delaware; & Ayla Allen, Mifflin

EPIS SIS(s): Kevin Perluke, Dawn Karoscik, Lisa Freese, & Christa Park

CONCERN is a multi-service private non-profit 501(c)(3) human services organization dedicated to providing child welfare, juvenile justice, and behavioral health services to children and their families. Founded in 1978, CONCERN began as a pioneer of treatment foster care, believing that children placed into care should live in a traditional family setting in the community, rather than in a residential or institutional setting. Since this time, CONCERN has been at the forefront of innovative programs to meet the individual needs of the child

Since 1978, CONCERN has served nearly 27,000 children and youth in placement services, including placing nearly 5,000 children into adoptive families. Through 15 sites throughout eastern and north central Pennsylvania and southern Maryland, CONCERN offers a growing array of foster care, adoption and permanency, community based, behavioral health, and residential programs. Each day, their placement services impact the lives of more than 300 children and youth. Each year, adoption and permanency services assist nearly 400 children in finding their "forever family;" community-based services touch the lives of nearly 200 individuals and families; and behavioral health services impact the lives of nearly 5,000 individuals through a continuum of services.

CONCERN is governed by an active and responsible Board of Directors whose members have no material conflict of interest and serve without compensation. Administratively, CONCERN's Senior Leadership Team is led by a Chief Executive Officer with each service site being led by appropriately credentialed supervisory personnel.

The CONCERN Treatment Unit for Boys (CTUB) program is a staff secure, community-based residential facility designed to meet the needs of adolescent males, ages 12 through 21, who have been adjudicated delinquent or dependent. CTUB offers a highly supervised and structured environment which holds youth accountable for their behavior and provides the necessary supports and services. The program can serve up to 25 youth. Referrals of adolescent males, both delinquent or dependent, are accepted. Their acceptance is based on the referral process which includes a personal interview and review of referral materials. The average length of placement is six to nine months, but this is determined by the specific needs of the youth.

The goal of the program is to change the mindsets and behavior patterns of the youth so that they will be able to function appropriately in society and will return to the community as healthy, productive citizens. Emphasis is placed on the bonds created between staff and residents in a smaller community-based treatment environment which is imperative to successful program completion and release. The program is flexible in that it will meet the individual needs of each youth who present with a myriad of challenging behaviors. Services are provided to deal with delinquent behaviors, mental health issues, abuse issues, addiction issues, vocational issues, educational issues, and independence issues. Daily opportunities are provided for emotional, social, educational, and physical growth. This not only minimizes the likelihood of continued negative behavior, but also prepares the youth for responsible social living. Opportunities also exist for the youth to work, educate, and recreate in the community.

Aggression Replacement Training® (ART®) is an evidence-based curriculum proven to help juveniles reduce aggressive behavior and develop pro-social and moral reasoning skills. ART® is a multimodal psycho-educational intervention designed to alter the behavior of chronically aggressive adolescents and young children. The program incorporates three specific interventions: Skillstreaming, Anger Control Training, and Moral Reasoning Training.

- Skillstreaming uses modeling, role-playing, performance feedback, and transfer training to teach pro-social skills.
- Anger Control Training requires participating youth to bring one or more descriptions of recent anger-arousing experiences (hassles) to each session. Over the duration of the program, youth are trained in how to respond to their hassles.
- Moral Reasoning Training is designed to enhance youths' sense of fairness and justice regarding the needs and rights of others. It is also designed to train youth to imagine the perspectives of others when they confront various moral problem situations.

ART® consists of a 10-week, 30-hour intervention administered to groups of 8 to 12 youth three times weekly. During these 10 weeks, participating youth typically attend three 1-hour sessions per week, one session each of Skillstreaming, Anger Control Training, and Moral Reasoning Training. The program relies on repetitive learning techniques to teach participants to control impulsiveness and anger, resulting in using more appropriate behaviors. In addition, guided group discussion is used to correct antisocial thinking. Differences exist regarding the targeted duration (i.e., weeks) and dosage (i.e., contact hours) for the delivery of ART® in a residential program versus delivery of ART® in a community-based program.

## The four characteristics of a service found to be the most strongly related to reducing recidivism:

1. **SPEP™ Service Type:** Cognitive Behavioral Therapy (ART)

Based on the meta-analysis, is there a qualifying supplemental service? No

If so, what is the Service Type? There is no qualifying supplemental service

Was the supplemental service provided? N/A Total Points Possible for this Service Type: 35

Total Points Received: 35 Total Points Possible: 35

2. **Quality of Service:** Research has shown that programs that deliver service with high quality are more likely to have a positive impact on recidivism reduction. Monitoring of quality is defined by existence of written protocol, staff training, staff supervision, and how drift from service delivery is addressed.

Total Points Received: 5 Total Points Possible: 20

**3. Amount of Service:** Score was derived by calculating the total number of weeks and hours received by each youth in the service. The amount of service is measured by the target amounts of service for the SPEP™ service categorization. Each SPEP™ service type has varying amounts of duration and dosage. Youth should receive the targeted amounts to have the greatest impact on recidivism reduction. Targeted duration and dosage for this service is 10 weeks, 30 hours.

<u>4</u>	youth in the cohort of	<u>5</u>	received the targeted Duration or Number of Weeks for a total	<u>N/A*</u>	points
<u>4</u>	youth in the cohort of	<u>5</u>	of received the targeted Dosage or Number of Hours for a total of	<u>N/A*</u>	points

**Total Points Received:** N/A\*    **Total Points Possible:** 20

**4. Youth Risk Level:** The risk level score is compiled by calculating the total % of youth that score above low risk, and the total % of youth who score above moderate risk to reoffend based on the results of the YLS. The Risk Levels of youth admitted to the program were: 1 low risk, 2 moderate risk, 2 high risk, and 0 very high risk

<u>4</u>	youth in the cohort of	<u>5</u>	are Moderate, High, Very High YLS Risk Level for a total of	<u>N/A*</u>	points
<u>2</u>	youth in the cohort of	<u>5</u>	are High or Very High YLS Risk Level for a total of	<u>N/A*</u>	points

**Total Points Received:** N/A\*    **Total Points Possible:** 25

**\*A minimum of 10 youth is required for data analysis to occur. Due to insufficient cohort size, a valid SPEP™ score could not be generated. Any data that has been shared is strictly for informational purposes. Technical assistance will be offered to the service provider in regard to SPEP™ Performance Improvement with the goal of reassessment in the future.**

### **The SPEP™ and Performance Improvement**

The intended use of the SPEP™ is to optimize the effectiveness of reducing recidivism among juvenile offenders. The service could improve its capacity for recidivism reduction by addressing the following recommendations:

1. Regarding Quality of Service Delivery:
  - a. Written Protocol:
    - i. Incorporate into the CTUB policy the youth that are most appropriate for the service.
      1. Consider using the developer created pre-tests to determine youth most appropriate as well as the YLS. How I Think (HIT), Aggression Questionnaire (AQ), and Skillstreaming Assessment (AS)
    - ii. Ensure that there is documentation that the ART® manual is being referenced during service delivery.
    - iii. Review the CTUB policy at predetermined timeframes and time stamp when updated.
  - b. Staff Training:
    - i. Outline in CTUB policy who is eligible to facilitate this training by position and education requirements.
    - ii. Include in the policy that staff that are eligible to facilitate must have completed the initial training & maintain the certification
    - iii. Contact the Developer of ART® to ensure staff that are delivering the service are receiving yearly booster trainings
    - iv. Identify who is responsible for oversight of this service and ensure that individual is qualified to supervise service delivery
  - c. Staff Supervision:
    - i. Develop a process for supervisors to monitor service delivery to include the usage of developer created fidelity checklists.
    - ii. Document when supervisors monitor staff.
    - iii. During monthly supervisions, incorporate feedback regarding delivery of ART®.
    - iv. Ensure that all supervisors provide written feedback to staff delivering the service.
    - v. Develop written performance evaluations that directly reference the delivery of this service.
  - d. Organizational Response to Drift:
    - i. Develop a policy and procedure to identify departure from the fidelity and quality of service delivery.
    - ii. Ensure documentation is developed and utilized to verify implementation of policies and procedures.
    - iii. Develop an if/then approach to specific corrective action steps to address departure from fidelity and quality of service.
    - iv. Develop a procedure to collect data on the fidelity and quality of service delivery by utilizing the developer created pre and posts tests, How I Think (HIT), Aggression Questionnaire (AQ), and Skillstreaming Assessment (AS).
    - v. Develop a process to evaluate and adapt the outcomes to improve service delivery.
2. Regarding Amount of Service:
  - a. Maintain communication with referral JPO to better match research recommendations for the target amount of service and appropriate length of stay for each youth.
3. Regarding Risk Level of Youth Served:
  - a. Continue collaboration with juvenile probation departments to ensure the most appropriate referrals are being received.