

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Baseline

SPEP™ ID and Time: 298-T01

Agency Name: George Junior Republic
Program Name: Preventative Aftercare
Service Name: Intensive Preventative Aftercare
Cohort Total: 23
Timeframe of Selected Cohort: All delinquent youth who began this service on/after May 30, 2018 and ended this service on/before June 1, 2020
Referral County(s): Montgomery
Date(s) of Interview(s): May 21, 2020
Lead County: Montgomery
Probation Representative(s): Charlie Root
EPIS Representative: Kevin Perluke

Description of Service:

George Junior Republic Preventative Aftercare (GJR PAC) started in Pennsylvania in 1992 in Montgomery County. It is a community-based, in-home program providing services in an intensive manner in multiple settings to clients (male and female) ranging in age from 10 to 21 years. It includes a minimum of 3 to 5 sessions per week which will include Individual Counseling, Family Counseling, and Collateral Contacts. GJR PAC's service delivery is taking services to the client/family in their home, school and community rather than expect the client/families to keep appointments by coming to an office. GJR PAC services are designed to be family focused and child centered. The primary objectives of the program, in making the greatest impact on the child protection and welfare system, will be: preventing out of home placement; reducing time in placement; reducing police contact involving client families; positively impacting upon the siblings of the youth involved; and reducing the overall dependency of client/families on state and private social service organizations. Staff are available 24 hours in the event of a crisis or emergency. Individual Counseling is provided a minimum of at least one hour a week for all youth in the program. The counseling sessions can be done in a variety of places such as school, home, park, probation officer's office, etc. The counselor will choose the best environment that is convenient to both the counselor and youth. Progress regarding individual counseling will be clearly outlined in the written clinical summaries. Overall focus will be placed on the following: Peer Relationships, Recreation/ Use of Leisure Time, Sexual Identity, Problem Solving Skills, Social Skills, Coping Skills, Self-image/ Self-esteem, Family Relationships, Education, Behavior, Responsibility, and Judgment and Insight. Family Counseling is provided a minimum of at least one hour a week for all youth in the program. The Counselor will assess each family's strengths and weaknesses prior to developing a treatment plan. All family members will be included in the initial assessment, unless otherwise indicated by referral source. The counselor will learn more about the family after the initial session and determine which of the family members are most appropriate for ongoing work. At the initial session, the counselor will make clear what is expected and what goals need to be accomplished. Family communication and relationships will be emphasized. Attention will be given to the family's anxieties about their situation. The purpose of the family session is to increase overall family functioning and stability. The family will be expected to participate in a family counseling session as required by their treatment plan. School contacts and the development of relationships with school personnel are vital. Counselors will create opportunities to meet with school personnel regarding a youth's educational progress and school behavior. All counselors are expected to visit each youth in each school at a frequency specified by the treatment plan. Contacts will usually occur for approximately 20 minutes. The worker determines whether the youth is in school, if transportation problems exist, if the youth was on time, were homework assignments completed and turned in and/or are there any tests/exams, is youth dressed appropriately, are there peer related issues and/or teacher issues, are there extra-curricular activities, etc. If the youth is suspended, the worker will visit the youth at home during those days. Collaboration with the placing agency will occur to ensure a plan is developed to return the youth to the school. Collateral Contacts, organizing all involved parties to support the family, is an essential piece to effective treatment intervention. Stakeholders include JPO, school personnel, outside agencies, natural supports of the family, and community members. Transportation is provided if needed. GJR PAC will assist a youth/family in maintaining appointments and follow ups by developing a schedule and identifying transportation resources. Resources may include the GJR PAC Counselor/Social Worker providing temporary transportation, collaborating with the referring agency to provide transportation resources such as bus passes or identifying family or community resources that may assist with transportation. Based upon the Counselor/Social Worker's schedule, transportation may also be provided to court hearings, job interviews, activities, school, etc. Youth and Family Incentives and Activities: One component of our service approach within the PAC program will be to provide incentives to the youth and families. The PAC program employs behavior modification principles utilizing reinforcement schedules to change behaviors. To further enhance this process, PAC provides incentive and activity funds to reinforce positive and constructive accomplishments and promote social, emotional, behavioral, and educational wellbeing. For more intensive programs, youth and family stipends are provided to encourage and sustain ongoing progress. PAC considers the financial stability of the families and their ability to afford allowances, recreation, or family activities. The program also desires to honor and thank parents for allowing the PAC counselors to frequently come into their home and host regular family sessions. Thus, incentives will be built-in for active participation by the family and youth, when appropriate. These incentives provide the counselor with tangible and motivating tools for positively reinforcing clients as they achieve the goals of the service plan. Since 1993, these incentives and activities have proven to be effective in accelerating family participation and opportunities to build trusting relationships. Experience has also proven that these incentives do not foster a sustained dependency or expectation by the family in part because the incentives are most often in the form of gift cards, tickets, meals, and other non-cash items. Individual child and family activities can be provided when identified goals are met and as the counselor's schedule permits. These activities are used as a form of socialization and motivation. Such activities are also used to build trust and a positive working relationship between the child and counselor, and also teach necessary social skills. This gives the child an opportunity to build self-esteem and work on issues such as anger management, building frustration tolerance, etc. Positive school reports, honor roll, positive family or employer reports, can also be rewarded through these activities. All activities with the child must be approved by the parents or guardian. Both the youth and family will understand that the incentives provided are not considered automatic and require commitment and willingness to work with the program.

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

1. SPEP™ Service Type: Mixed Counseling

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

If so, what is the Service Type? Behavioral Management

Was the supplemental service provided? Yes Total Points Possible for this Service Type: 20

Total Points Received: 20 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: 20 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 contact hours. Youth should receive the targeted amounts to have the greatest impact on recidivism reduction.

Points received for Duration or Number of Weeks: 2

Points received for Contact Hours or Number of Hours: 4

Total Points Received: 6 **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.

17 youth in the cohort are Moderate, High, Very High YLS Risk Level for a total of 5 points

8 youth in the cohort are High or Very High YLS Risk Level for a total of 13 points

Total Points Received: 18 **Total Points Possible:** 25

Basic SPEP™ Score: 64 total points received out of 100 points. Compares service to any other type of SPEP™ therapeutic service. (e.g. individual counseling compared to cognitive behavioral therapy, social skills training, mentoring, etc.)

Note: Services with scores greater than or equal to 50 show the service is having a positive impact on recidivism reduction.

Program Optimization Percentage: 75% This percentage compares the service to the same service types found in the research. (e.g. individual counseling compared to all other individual counseling services included in the research.)

The SPEP™ and Performance Improvement

The intended use of the SPEP™ is to optimize the effectiveness of reducing recidivism among juvenile offenders. Recommendations for performance improvement are included in the service Feedback Report, and these recommendations are the focus of the Performance Improvement Plan, a shared responsibility of the service provider and the juvenile probation department.

1. Regarding Quality of Service Delivery:

a. Written Protocol:

- i. Continue to review and update all written protocols/manuals at pre-determined timeframes.
- ii. Collaborate with Montgomery County Juvenile Probation on how to crosswalk the Youth Level of Service (YLS) and the North Carolina Family Assessment Scale.

b. Staff Training:

- i. Continue to develop a comprehensive training manual for staff who deliver this service.
- ii. Reinforce that booster trainings for this service are completed on a yearly basis.
- iii. Collaborate with Montgomery County Juvenile Probation to develop a training on how to interpret the YLS for service delivery.

c. Organizational Response to Drift:

- i. Build upon existing processes to incorporate the administrative steps taken to respond to drift.
- ii. Incorporate written action steps taken by supervisor in response to drift.
- iii. Ensure data collected is consistently analyzed to improve service delivery.

2. Regarding Amount of Service:

- a. Continue to communicate with Montgomery County JPO to better match research recommendations for the targeted amount of service.

3. Regarding Risk Level of Youth Served:

- a. All youth referred to George Junior Republic Intensive Preventative Aftercare should continue to receive the service despite their risk level according to the Youth Level of Service/Case Management Inventory.