

The Basics of Risk-Need-Responsivity:

PCCD

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So what is RISK-NEEDS-RESPONSIVITY?

- **Risk Principle: Who to target.** Match the intensity of individual's intervention to their risk of reoffending.
 - Focus on Medium to High-Risk Offenders.
- **Needs Principle: What to target.** Target criminogenic needs.
 - Individuals' assessed needs.
- **Responsivity Principle: How to target.** Tailor the intervention to the learning style, motivation, culture, demographics, and abilities of the individual. Address the issues that affect individual's ability/openness to participate in and benefit from delivered treatment and services.
 - Generally—use Cognitive-Behavioral Intervention (CBI) methods.

In a Nutshell.....RNR is.....

- Risk = WHO
- Need = WHAT
- Responsivity = HOW

Why does RNR matter?

- More than half of all correctional programs are deemed “ineffective” (Latessa).
- Not all individuals have the same risk of recidivating.
- Limited resources require us to make choices about how to spend time and resources.
- Focusing on low-risk individuals can INCREASE chances of recidivism.
- Research has shown that implementing RNR practices DECREASES recidivism.

The Risk Principle:

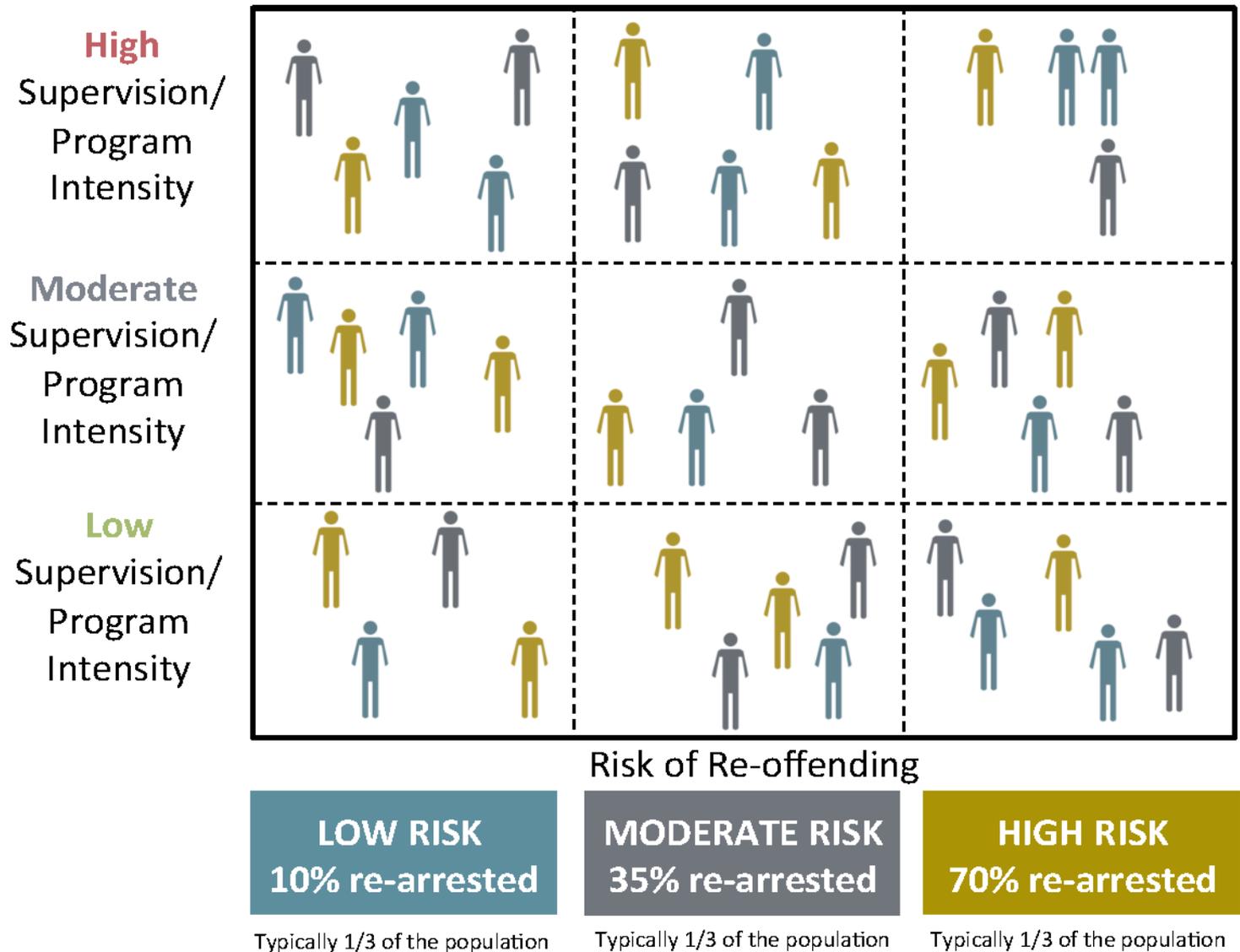
Matching intensity of intervention to risk of re-offending

- What is Risk?
 - Risk is the likelihood that an offender will engage in future criminal behavior.
 - Risk is determined by static factors and dynamic factors.
 - Static factors, based on criminal history, cannot be decreased by intervention.
 - Dynamic risk factors, also called “criminogenic needs,” can be decreased by intervention. Examples of these include: Criminal Thinking, Temperament, Substance Abuse, Use of Leisure Time, Family Dynamics, and Education/Employment.
- Risk Is Not:
 - Determined by Clinical Judgment
 - Determined by the Offense Committed
 - A measurement of the dangerousness of the Offender or likelihood of violence
 - Related to an Offender’s Motivation to Change

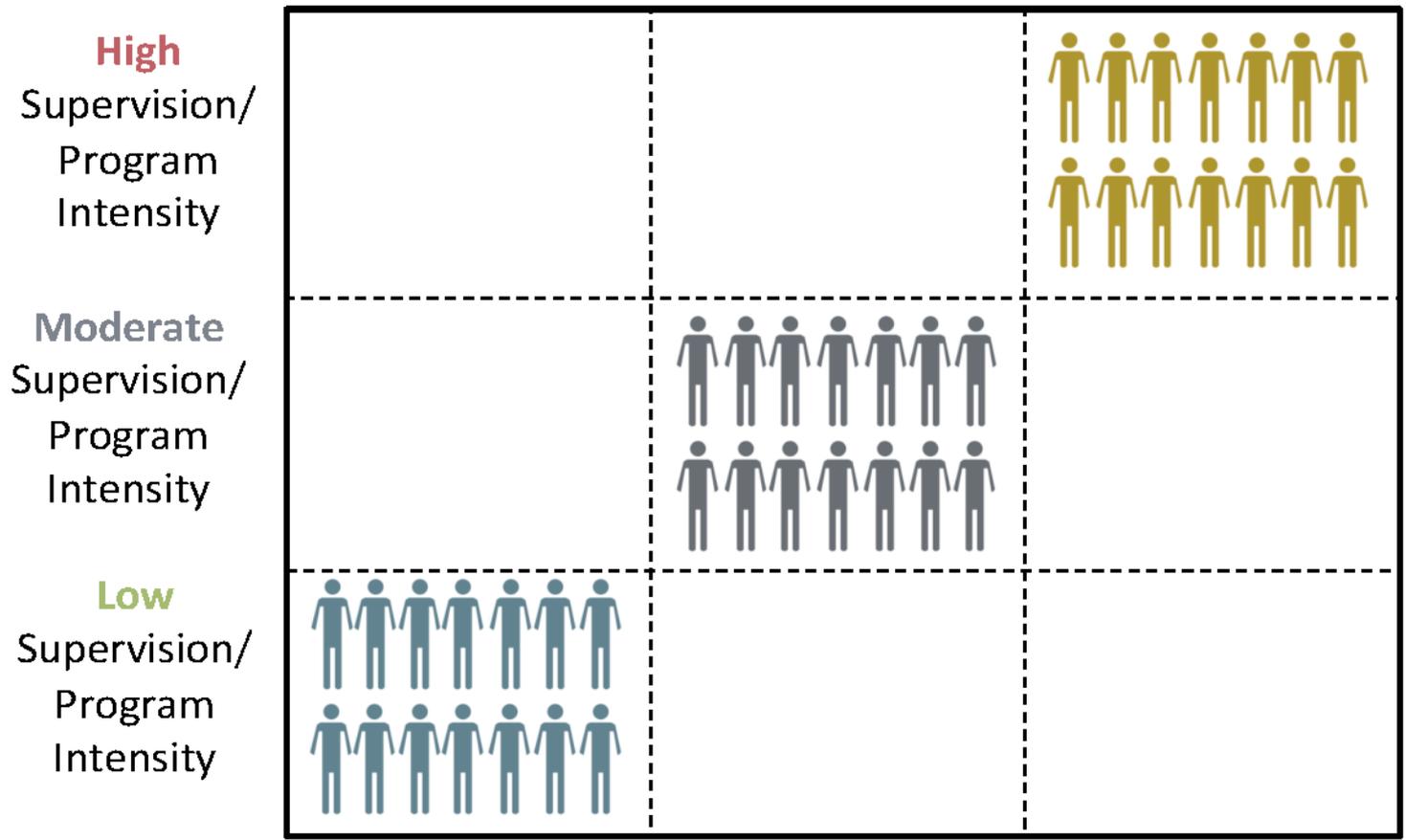
Employing the Risk Principle

- Use Actuarial Assessments to Determine Which Offenders are High, Medium, or Low Risk
- Allocate Resources Toward Medium and High Risk Offenders
- Minimize Resources for Low Risk Offenders
- Refrain from “Playing it Safe”

After assessing risk of re-offending...



After applying the risk principle...



Risk of Re-offending

LOW RISK
10% re-arrested

MODERATE RISK
35% re-arrested

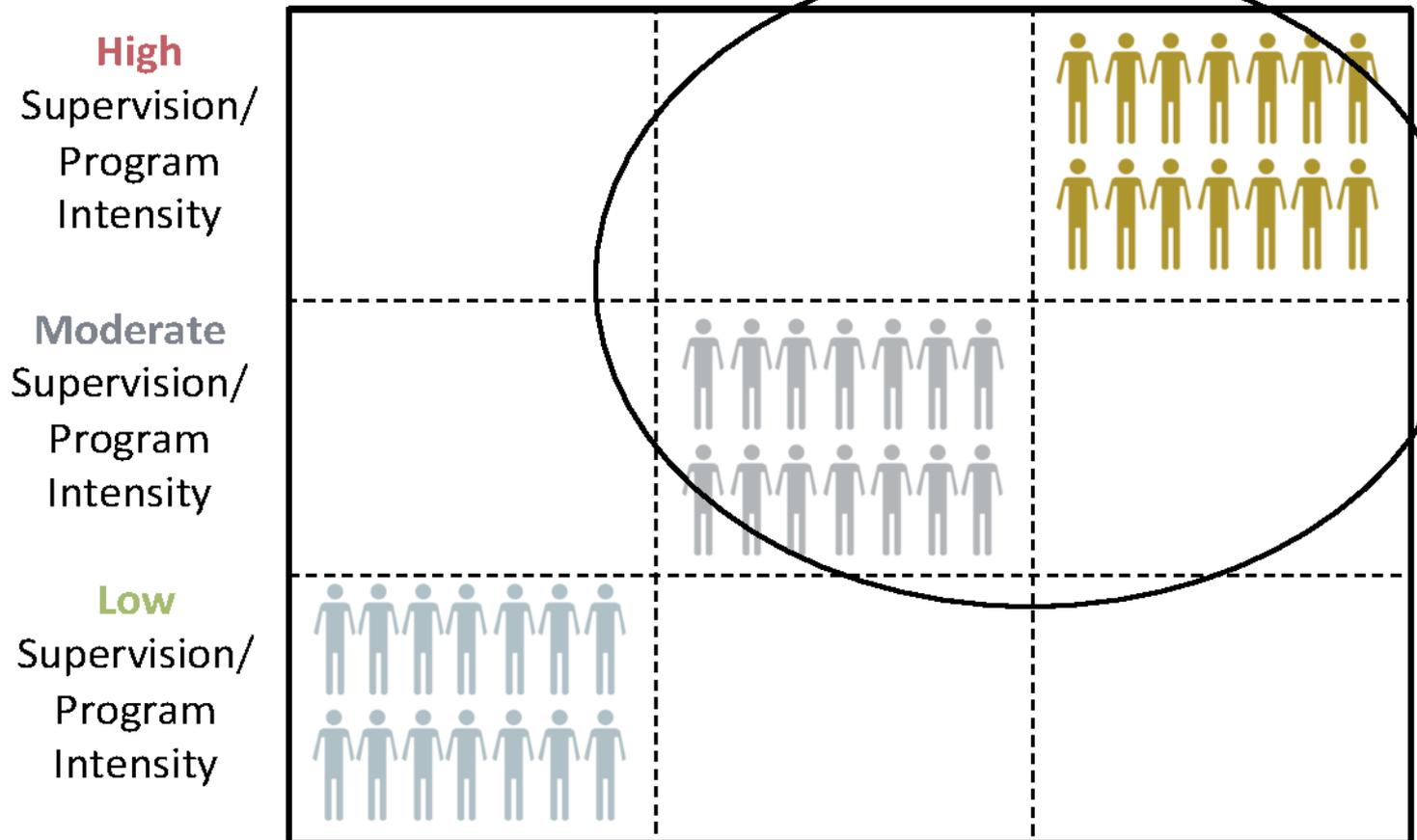
HIGH RISK
70% re-arrested

Typically 1/3 of the population

Typically 1/3 of the population

Typically 1/3 of the population

Given scarce resources, prioritize people most likely to re-offend



Risk of Re-offending		
LOW RISK 10% re-arrested	MODERATE RISK 35% re-arrested	HIGH RISK 70% re-arrested
Typically 1/3 of the population	Typically 1/3 of the population	Typically 1/3 of the population

The Need Principle: Target the factors most linked with recidivism.

- Criminogenic Needs, or “dynamic risk factors” are:
 - Best Determined by Actuarial Assessments
 - Dynamic Needs Related to Likelihood of Reoffending
 - Include “Top” and “Lesser” Needs
 - Able to Reduce Recidivism if Addressed
- Criminogenic Needs are not:
 - Self-Esteem, Artistic Skills, Physical Condition, Lower Economic Origins

Criminogenic Needs

(Adapted from Latessa, Andrews & Bonta, and Gendreau)

Criminogenic Need	Response
Anti-social cognition	Reduce anti-social cognition, recognize risking thinking and feelings, adopt an alternative identity
Anti-social companions	Reduce association with criminals, enhance contact with pro-social
Anti-social personality (temperament) (Indicators on Next Slide)	Build problem solving, self management, anger management, and coping skills
Family and/or marital	Reduce conflict, build positive relationships and communication, enhance monitoring/supervision

Criminogenic Needs

(Adapted from Latessa, Andrews & Bonta, and Gendreau)

Criminogenic Need	Response
Substance abuse	Reduce usage, reduce the supports for abuse behavior, enhance alternatives to abuse
Social Achievement: Education/Employment	Enhance performance rewards and satisfaction Enhance performance rewards and satisfaction
Leisure and/or recreation	Enhance involvement and satisfaction in pro-social activities

The Responsivity Principle: How to Target

Account for individuals' strengths, abilities and learning styles, traumatic history, and other relevant considerations when designing treatment goals and service delivery.

- General Responsivity Involves the Use of:
 - Cognitive-Behavioral Techniques
 - Motivational Interviewing
 - Natural Support Systems
 - Measurement Feedback
- Specific Responsivity Involves Consideration of:
 - Static Factors: Learning Style, Gender, Culture, Age, IQ
 - Changeable Factors: Motivation Levels, Self-Esteem

Why use Evidence-Based Practices in Criminal Justice Settings?

Because they:

- Put an end to risky “trial and error” approaches with offenders
- Build on the lessons learned from our predecessors
- Promote consistency and responsible practices
- Allow us to invest resources wisely and to achieve desired outcomes.
- Ensure internal and external stakeholders understand our practices and decisions
- Increase accountability and improve our chances of reducing crime
- Maximize the likelihood of offender success

Challenges of Implementing Evidence-Based Practices?

Requires a dedicated commitment to change at all levels of an organization

- Often requires increased emphasis on accountability, both individually and collectively
- Requires reconsideration of current practices and letting go of the “that’s always how we’ve done it” philosophy
- May result in resistance as some people are forced out of their comfort zone

Recommended Guidelines for Implementing Effective Interventions

- I. Limit new projects to mission-related initiatives.
- II. Assess progress of implementation processes using quantifiable data.
- III. Acknowledge and accommodate professional over-rides with adequate accountability.
- IV. Focus on staff development, including awareness of research, skill development, and management of behavioral and organizational change processes, within the context of a complete training or human resource development program.
- V. Routinely measure staff practices (attitudes, knowledge, and skills) that are considered related to outcomes.
- VI. Provide staff timely, relevant, and accurate feedback regarding performance related to outcomes.
- VII. Utilize high levels of data-driven advocacy and brokerage to enable appropriate community services

Key Steps to Implementing EBP

Key Steps to Implementing Evidence-Based Practices

1. Identify the problem and desired outcomes
2. Locate the research that addresses the problem
3. Critically evaluate the evidence identified in the research
4. Assess the extent to which current practices are consistent with the identified evidence based practices
5. Develop an implementation strategy and implement the program
6. Evaluate the impact of new practices on desired outcomes

Local Initiatives Employing RNR Model

- Philadelphia
- PBPP CSG Employment Model
- Other Models



Philadelphia Reentry Coalition Coalition Make-Up

- 22 city/county agencies
- 5 state agencies
- 3 federal agencies
- 53 non-profit agencies
(mostly providers)
- 5 academic organizations

Over 175 individuals have attended general body meetings since April of 2015.

Philadelphia Reentry Coalition Coalition's Committee Structure:

Steering Committee provides overall leadership

Focused on Function:

- Community Engagement
 - Identifying organizations in Philly lead by returning citizens, ultimately to try to support
 - Launching the Returning Citizens Think Tank, 6-month fellowship, returning citizens nominated by their organizations
- Data and Metrics
 - Calculating recidivism metrics for Philadelphia
 - Will be administering a survey on data-collection and data-sharing
- RNR (See Next Slide)
- Policy
 - Developing a template to track policy issues that relate to reentry
- Funding
 - Developing a letter of support policy/process
 - Facilitating collaboration in pursuit of funding opps

Focused on Issue Areas

- Juvenile Life Without Parole
 - Trying to share information and create a collective strategy to support the needs of juvenile lifers returning to Philadelphia
- Education
 - Thinking about education issues in reentry, educating other stakeholders and mapping the system. Ex: may work on producing materials so that when education is stipulated in sentencing, it makes sense given how adult education system works/ needs of adult learners
- Employment
 - Educating committee members about issues that relate to reentry and employment, such as CSG Resource-Allocation and Service-Matching Model, and also educating other stakeholders, ie, Employment and Reentry 101 Training
- Health (to launch in October)
- Housing (pending)

RNR Training Initiative

- Survey Service Providers
 - 43 Responses from 32 Organizations
 - Director to Intern/Associate
 - Ranged from Small to Very Large
 - 34% 1 to 5, 21% over 500 Employees
 - 80% Bachelors and/or Advanced Degrees
 - Serving CJ (Federal, State and Local) agencies, Behavioral/MH, Residential Treatment Providers
 - 37% +10 years working in CJ or Reentry

Familiarity with RNR Model

- 56% Little or No Knowledge
- 44% Some Knowledge
 - 50/50 of those who interacted with clients
 - Involved with the coalition

Provider Training

- Trauma Informed Care*
- Motivational Interviewing
- CBT
- Self Improvement
- RNR

Also includes staff trained as trainers

USE of RNR

- Assessments
 - 53% did not assess for Risk and Need
 - 68% assessed everyone
 - Self Developed, Agency Specific, Wrap Around centered on risk, modification, healing and self sustainment
 - Some use of RST, OVRT, TCU, CSSM, PAI (LSI-R)
 - 46% shared Risk/Needs information with sister agencies
 - 60% does not receive information and Risk/Needs

PBPP/CSG Employment Model Pilot

Risk Needs Assessment and Job Readiness Assessment



Low Risk/Low Job Ready

Low Risk/High Job Ready



High Risk/Low Job Ready

High Risk/High Job Ready

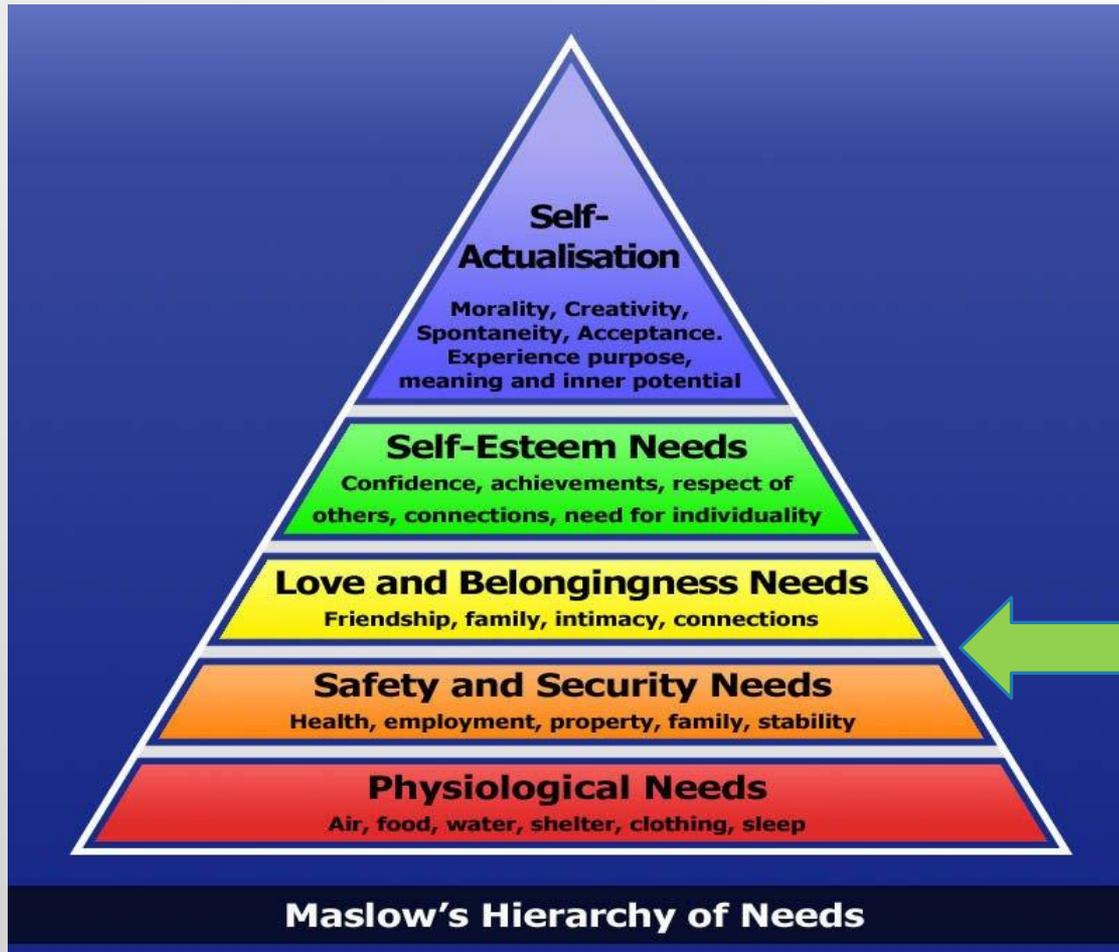


Employment Service Providers (High Risk w/CBT)

Subsidized Model of Employment

- High Risk
- High Need
- Employment three to four days per week
- CBT intervention 1 day per week.

Responding to Needs



Criminogenic Needs

Useful Sites

National Institute of Corrections The Campbell Collaboration
<http://nicic.gov/EBPBoxSet> www.campbellcollaboration.org
Crime and Justice Institute Evidence-Based Practices for the Helping
Professions
<http://cjinstitute.org/projects/webinars/series1>
www.evidence.brookscole.com/database.html

National Criminal Justice Reference Service Social Programs that Work
<http://www.ncjrs.gov/App/AbstractDB/AbstractDBSearch.aspx>
<http://evidencebasedprograms.org>

The Community Guide
Mental Health and Substance Abuse www.thecommunityguide.org
Substance Abuse and Mental Health Services Administration
(SAMHSA)
<http://nrepp.samhsa.gov/>

Evidence-Based Behavioral Practice
www.ebbp.org

National Association of State Mental Health Program Directors
Research Institute
www.nri-inc.org/data_topics/

Alcohol and Drug Abuse Institute at the University of
Washington
<http://lib.adai.washington.edu/instruments/>



Thank You

Questions and Comments