

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Alternative (*) SPEP™ ID and Contact Time: 0375-A01-T01

Agency/Program Name: TRAILS Ministries/DOVE Program

Service Name: Workforce Development Program

Cohort Total: Cohort data unavailable *

Cohort Time Frame: N/A

Referral County(s): N/A

Feedback Report Delivery: April 26, 2024

County/Probation Officer(s) Involved: Beaver County/Brandi Sabol & Marshall Clark

EPIS SIS(s): Christa Park

The DOVE program is a community-based, clinical day program for male & female youth in grades 6-12 and/or ages 12 through graduation. It operates on the Hope Theory, essentially working with each participant on three distinct components of hope mapped out by Snyder et al. (1991): Goals Thinking – the clear concept of valuable goals; Pathways Thinking – the capacity to come up with specific ways to reach those goals; and Agency Thinking – the ability to start and maintain the motivation for using those strategies. DOVE's primary goal is to divert risky behavior through building and instilling hope into the participants' way of life and thinking. Participants are assessed on hope periodically throughout their time in the program. The DOVE program focuses on two areas: 1) helping participants achieve the educational benchmarks identified by the home school district and/or 2) assisting participants to prepare for entry into the workforce. Community exploration and connection are another large part of DOVE. The program teaches participants about the value of resourcefulness and independence. DOVE participants regularly have the opportunity to learn more about and become involved in their communities. Participants are encouraged to identify resources and build relationships while learning more about their own roles and responsibilities as healthy and productive community members. Some of the opportunities for community exploration include, but are not limited to, visiting the Beaver County YMCA, local horse ranches, and farms; volunteering for community events; or participating in special interest lessons such as pottery classes, boxing classes, print shop tours, library visits and much more. The DOVE Program calendar operates similarly to a traditional grade/high school calendar, with fall and spring terms. The Workforce Development component also operates throughout the summer. During the fall/spring terms, sessions can be offered once or twice per day, weekdays, with at least 4-6 hours of programming per session. A single session is offered during the summer term. Daily schedules guide program activities, which vary between the morning and afternoon sessions. Both sessions include meals, peer socialization, check-in, goal setting, assignment completion, daily team-building activity ("catalyst"), therapeutic group, and goal progress review. The morning session is dedicated to participants' educational needs; the afternoon session is dedicated to the Workforce Development Program. (Dual enrollment is available if only one session is being held during a term.) The afternoon session has a targeted focus rotating daily, Monday-Friday; focus topics are 1) therapeutic group facilitated by a DOVE therapist; 2) work soft-skills training; 3) Certify-Ed (an online "certification-focused" educational curriculum); 4) portfolio development; and 5) certification work through Skill-Up PA (online job skills training). Target participants include youth residing in Beaver County who have self-identified as at-risk or have been identified as at-risk by an appropriate referral agency (e.g., home school district, Beaver County Children & Youth Services, Beaver County Juvenile Services Division, etc.). Referred participants may have experienced trauma in any way, have issues with truancy, have issues with delinquent behaviors, and/or mental health concerns. Various assessments are used to develop an Individual Service Plan (ISP). The ISP identifies goals for youth to achieve while in the program, such as develop skills to reintegrate into the public school setting, develop age-appropriate daily living skills, explore careers and/or develop skills to enter the workforce. The DOVE Program includes a behavior management component, "DOVE Dollars". Participants can earn DOVE Dollars daily through attendance, goal attainment, and exceptional behavior. DOVE Dollars can then be used at the DOVE Store to purchase snacks and other materials.

The DOVE Workforce Development Program is a Pennsylvania Academic, Career and Technical Training Alliance (PACTT) affiliate. Through this affiliation, TRAILS Ministries: Uses the PACTT Employability & Soft Skills Manual (ESSM) to guide service delivery; Works with youth to develop a portfolio to outline competencies attained as part of program participation; Collaborates with the Job Training of Beaver County to offer job training/paid work experience; Offers a variety of competency-based courses that can result in industry certifications and/or college credit. The intent of the service is to provide youth with an opportunity for career exploration and skill development to apply for, obtain, and maintain employment. Services are offered on-site and include meals, socialization, groups, and competency-based lessons. The target population presents with a variety of issues (e.g., truancy, poor performance, behavioral issues, etc.). TRAILS Ministries has the capacity to provide services to 15-30 youth per term (capacity varies on number of sessions offered). An Individual Service Plan (ISP) – or goal plan – is developed for each participant which focuses on general pathways to success. The activities are designed to align with the youth's age and relevant workforce concerns. For example, younger youth focus on career exploration & interest inventories, while older youth may be more involved in skill-based activities (e.g., mock interviews, resume building, etc.). Resources exist to also help youth who may have struggles with stable housing or be parents themselves. Certification courses are offered through the CertifyEd curriculum, CareerLink, and Skill-Up PA. Youth can also participate in TRAILS Ministries "Project ID" which is a service helping youth obtain various documents such as birth certificates, personal identification, etc. Through community partnerships (e.g., A Child's Place, Women's Center, Keystone Wellness, Adagio, etc.), youth participating in the Workforce Development Program can receive additional support to address other life circumstances (e.g., healthcare, parenting, wellness, etc.).

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

1. **SPEP™ Service Type:** Job Related Training-Vocational Counseling

Based on the meta-analysis, is there a qualifying supplemental service? Yes

If so, what is the Service Type? Remedial Academic Program

Was the supplemental service provided? Yes **Total Points Possible for this Service Type:** 10

Total Points Received: 10 **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 20 weeks, 40 hours.

 youth in the cohort of received the targeted Duration or Number of Weeks for a total N/A* points
 youth in the cohort of of received the targeted Dosage or Number of Hours for a total of N/A* 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: low risk, moderate risk, high risk, and very high risk

 youth in the cohort of are Moderate, High, Very High YLS Risk Level for a total of N/A* points
 youth in the cohort of are High or Very High YLS Risk Level for a total of N/A* points

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

*** Due to limited availability of qualitative and/or quantitative data, 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. Enhance the current DOVE Program Overview to include specific descriptions of the resources available to the Workforce Development Program; ii. Enhance the current DOVE Program Overview to include specific descriptions of how the Youth Level of Service (YLS) is incorporated into service planning for Juvenile Services Department (JSD) youth; iii. Enhance the current DOVE Program Overview to include a “review/revision” date to ensure the most current written protocol is in use.
- b. Staff Training: i. Ensure job descriptions articulate the minimum education & experience needed for the Lead Facilitator/Facilitator position; ii. Enhance the current DOVE Program Overview by indicating that PACTT Trainings are specialized trainings for this service; iii. Enhance the current DOVE Program Overview by requiring those delivering the service (e.g., Lead Facilitator/Facilitator) participate in PACTT Trainings; iv. Design & implement a booster training to occur at regular intervals (to be determined by TRAILS Ministries) to ensure Lead Facilitator/Facilitators are maintaining competency in service delivery; v. Ensure the individual responsible for supervising the Lead Facilitator/Facilitators is trained (e.g., competent) in service delivery.
- c. Staff Supervision: i. Design and implement a monitoring sheet for lesson observations; ii. Design and implement a schedule for monitoring lesson observations; iii. Following a lesson observation, provide written feedback to the Lead Facilitator/Facilitators; iv. Design and implement a performance evaluation process which includes documentation of the Lead Facilitator/Facilitator’s competency in delivering the service.
- d. Organizational Response to Drift: i. Design and implement a written policy/procedure to identify departure from the fidelity & quality of service delivery; ii. Within the written policy/procedure to identify departure from the fidelity & quality of service delivery, include ways in which documentation is completed to ensure the policy is utilized; iii. Within the written policy/procedure to identify departure from the fidelity & quality of service delivery, include specific action that can be taken when departure in fidelity & quality has been identified. iv. Design and implement a process to periodically review collected data and use data to adapt/improve service delivery.

2. Regarding Data Collection: i. Design and implement a tool which enables TRAILS Ministries to collect data on the total weeks and hours of service in which youth participate; ii. In collaboration with Beaver County JPO, design and implement a process to collect & periodically review data regarding the risk level of youth served.