

More to Evidence-Based Practices than Curriculum and CBT

Why a Coaching Model May Be What We Need

Brian Lovins, PhD

Principal

Justice System Partners

Anybody
Recognize
This?

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Probably
Not? But
You Probably
Recognize
This?

QWERTY KEYBOARD

~ `	! 1	@ 2	# 3	\$ 4	% 5	^ 6	& 7	* 8	(9) 0	- _	+ =	Delete
Tab	Q	W	E	R	T	Y	U	I	O	P	{ [}]	 \ _
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Shift	Z	X	C	V	B	N	M	< ,	> .	? /	Shift		
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Effectiveness of the QWERTY v DVORAK

Some dispute findings but most accept

- DVORAK 33% fewer errors
- Guinness Book of World Records
 - 212 words a minute with DVORAK
- 30 times less stressful to hands
- Ergonomically superior
- Alternate hands
- 70% of the keys used are on one row

Why QWERTY over DVORAK?

QWERTY was more effective for typewriters

Why was it not adopted once technology advanced?

- We already know what we are doing.
- We have been doing this for so long.
- It works the way we are doing it.
- It is too expensive to change.
- It will take too much to relearn what I am doing.



PUNISHMENT BASED INTERVENTIONS

Not a single reviewer of studies of the effects of official punishment alone (custody, mandatory arrests, increased surveillance, etc.) has found consistent evidence of reduced recidivism.



Scare the Crime Out of Them

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Continued from the homepage

Dance Program Gets Juveniles Moving on the Right Track

By [Meghan Mandeville](#), News Research Reporter



Photo: Sam Forencich

The beats blaring from the high security unit of the Santa Clara County (Calif.) Juvenile Hall have a ring of rehabilitation to them. There, in a small, secure, concrete area young male offenders dance their way toward a new outlook on life.

The Juvie Jazz dance program gives young offenders in two boys units and one girls unit an opportunity to let loose on the dance floor to the music of rappers like **Tupac**, **50 Cent** and **R. Kelly**. At the same time, the juveniles are learning how to follow instructions, work together in a group and build their self-esteem.

"I don't think they are going to be professional dancers but I want them to see the potential they have in doing different things," said program creator and instructor **Ehud Krauss**. "[My goal is] to make these human beings [and] better kids.

Aside from juvenile offenders, Krauss, who owns a dance studio, teaches dance to

Dance the Crime Out of Them

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Running teaches inmates value of success

'This is the highlight of our year'



Inmate Jason Upchurch runs the marathon at the Middle Tennessee Correctional Complex.

Story Tools

NASHVILLE, Tennessee (AP) -- Until this week, Jordan Davis had never run 3.1 miles, much less completed a race.

Now he's finished one in a place not usually associated with running free: the Middle Tennessee Correctional Complex. It hosted a 5-kilometer, half-marathon and full marathon Wednesday, open to inmates and outsiders alike.

Jordan and older brother Johnathan finished the 5-kilometer race -- nine laps around a ballfield lined by razor wire -- in 25 minutes, 48 seconds. Jordan is serving 20 years for theft; Johnathan works at a skateboard park.

"I was about to fall out, but I feel really good now. I never thought I could do anything like that," said Jordan Davis, 21.

That feeling of achievement is the whole point of the race, said Winnie Binkley, recreation director for the prison, which organized the "Jaunt in the Joint."

"Most of these guys have been told they can't succeed. They've never had reinforcement," Binkley said. "Last year there were three guys who spent time they had ever started something and finished it."

The race was first organized three years ago by inmate Craige Crain, a runner to complete the entire 26.2 miles. Last year, he was joined by the Nashville Striders running club to participate.

This year, 33 Striders provided timing clocks, medals. A similar number of prisoners joined non-inmates.

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Run the Crime Out of Them

Drum the
Crime Out of
Them

FREE SPIRIT DRUM CIRCLES

Patricia Prince Thomas Drum Circle Facilitator

To; Marta Daniel

Subject; Drum Circles

I am enclosing the latest research and articles on drum circles. I have been researching drum circles for the past year since experiencing one at the Southeastern Conference. I am amazed that something so basic actually boost the immune system and its fun. I am enclosing an e-mail from a friend that works in a New Zealand prison. She introduced the first drum circle in a New Zealand prison and she describes it as WOW. The staff was amazed because most clients continued drumming for two hours without stopping to smoke.

I am uncertain as to how parolees will respond to a drum circle , however I am sure it will be very positive. I realize that substance abuse and cognitive behavioral programs are probably your number one priority. I would like to introduce drum circles to the prison system. It may be cost effective preventing depression therefore saving money on antidepressants. In addition research indicates that it is stress reducing which may prevent Disciplinary Reports.

I am willing to demonstrate a drum circle free of charge to any prison within a 150 mile radius of Athens. I realize that you are very busy and I appreciate your taking the time to read over the materials that I have enclosed.

Sincerely,
Patricia Thomas MA., MAC., LPC.,

Patricia Thomas



Man's sentence: probation, yoga

It's anger management, judge says

By ANDREW TILGHMAN
Houston Chronicle

First there was house arrest. Now there's yoga.

A judge ordered a man convicted Wednesday of slapping his wife to take a yoga class as part of his one-year probation.

"It's part of anger management," County Criminal Court at Law Judge Larry Standley said of the ancient Hindu philosophy of exercise and well-being. "For people who are into it, it really calms them down."

"I've thought about taking it myself, but I've got a pretty

bad back," Standley said. Standley, a former prosecutor, has sometimes imposed yearlong jail sentences for similar misdemeanor domestic assaults. But he said the case of James Lee Cross was unique.

Cross, a 53-year-old car salesman from Tomball, explained that his wife was struggling with a substance abuse problem and that he struck her on New Year's Eve during an argument about her drinking.

"He was trying to get a hold of her because she has

See YOGA on Page 26A.

WORKING OUT ANGER

County Criminal Court at Law Judge Larry Standley sentenced James Lee Cross, convicted of slapping his wife, to take a yoga class as part of his one-year probation.



Standley sometimes imposes yearlong jail sentences for similar misdemeanor domestic assaults. But he said Cross' case was unique.

"This is not a regular condition I make on people who beat up their spouse," Standley said. "But he was not your typical serial wife-beater type, based on what was presented to me."

Yoga

Continued from Page 17A.

a problem," Standley said after the court hearing. "I thought this would help him realize that he only has control over himself."

The sentence came as a surprise to Cross, who was told to enroll in a class and report back to Standley on his progress.

"I'm not very familiar with it," Cross said of yoga. "From what I understand, it may help in a couple ways, not only as far as mentally settling, but maybe a little weight loss."

Daria Magee, an instructor at Yoga Body Houston in River Oaks, said she would recommend that Cross take a basic yoga class emphasizing breath-

many emotional issues we might have," she said. "It's a spiritual cleanse."

Prosecutor Lincoln Goodwin agreed to a sentence of probation without jail time because Cross had no significant criminal history.

While Wednesday marked the first time Standley has ordered a defendant into a yoga class, he has tried other forms of "alternative sentencing."

He has ordered dozens of people convicted of drunken driving to keep a journal of news clippings about the crime to make them aware of the problem.

Harris County probation officials recently received a \$20,000 grant to study whether Standley's journal orders have had any effect on reducing repeat drunken driving offenses.

I make on people who beat up their spouse," he said. "But he was not your typical serial wife-beater type, based on what was presented to me."

Cross' wife, Wendy, said she thought yoga would be good for him. "I know there are a lot of benefits to meditation," she said.

John Coon, director of the Yoga Center of Houston, hailed Standley's order as "progressive." But Yannis Avramidis, a Houston yoga instructor, derided the judge's move as a reflection of how faddish yoga has become.

They all agreed, however, that yoga may be an effective calming tool.

"If everyone did yoga, we'd have a lot less violence and trouble in the world. Everyone

Meditate the Crime Out of Them

How to cut your jail recidivism rates by half

Lisa Van Cleef, Special to SF Gate

Wednesday, December 18, 2002

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URL: <http://www.sfgate.com/cgi-bin/article.cgi?f=/g/archive/2002/12/18/greeng.DTL>



In 1982, Catherine Sneed was lying in a hospital bed, so ill with kidney disease that her San Francisco County Jail co-workers were coming to say their good-byes -- prematurely, it turns out. While in the hospital, Sneed read Steinbeck's "Grapes of Wrath" and came to the pivotal realization that people feel most hopeful when they have a connection to the land, and that vital connection was missing at the county jail.

Sneed, a high school dropout who put herself through law school, became a jail counselor rather than a lawyer because, she says, she wanted to keep people out of jail rather than put them in. She attributes her recovery to that Steinbeck-inspired epiphany which then led to her determination to start the Garden Project.

Today, the county jail's Garden Project has employed more than 4,300 ex-prisoners who have served thousands of incarcerated men and women, teaching them essential job and life skills and providing literacy courses and computer training all while they work the jail's organic garden in San Bruno or the project's second garden in Hunters Point.

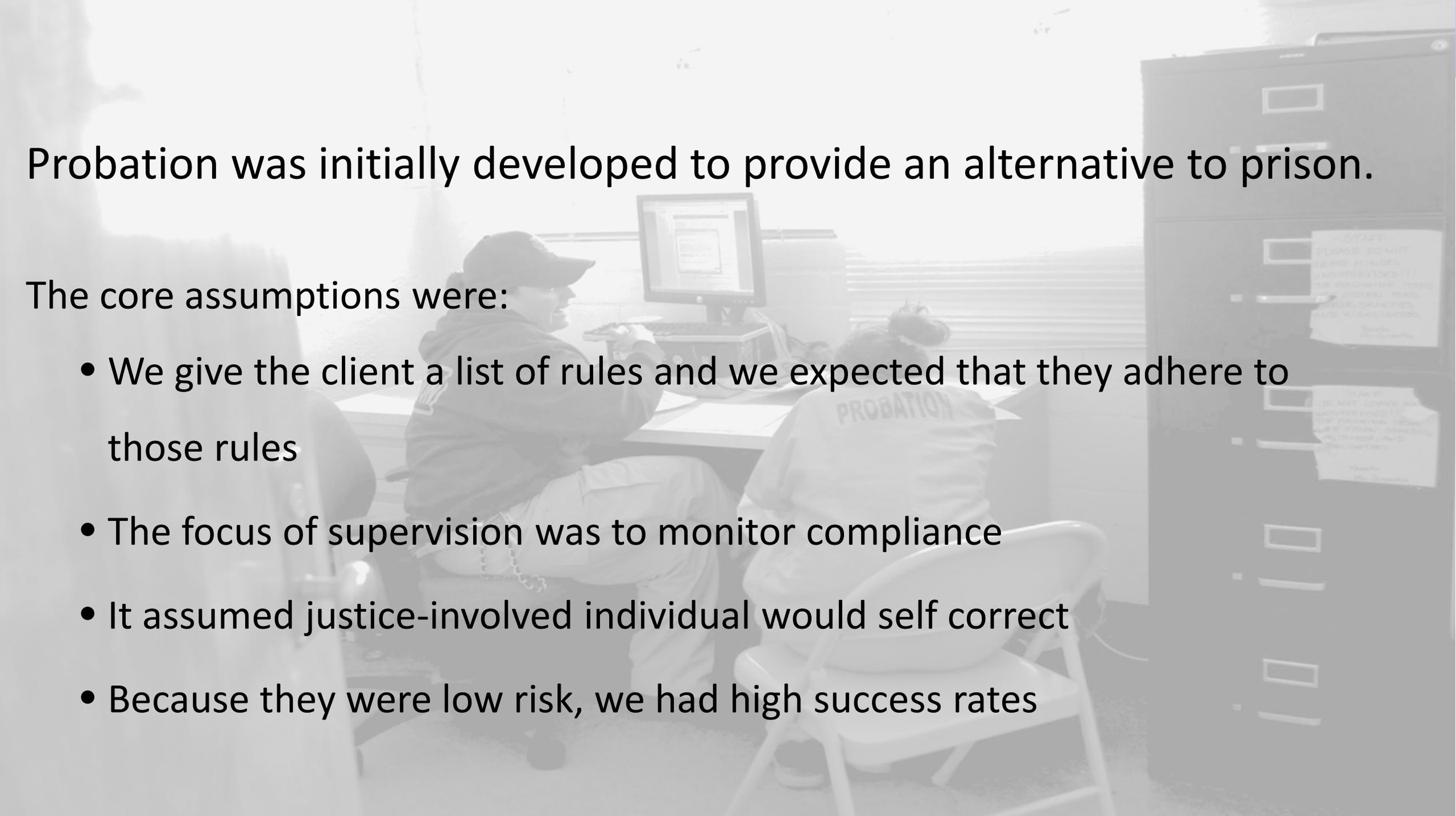
The garden serves as a setting where the participants not only acquire horticultural skills but also gain an awareness of the role plants play in our lives but also learn the basics of the real working world, such as adhering to a schedule, working with a group and taking responsibility for specific tasks.

Sneed says her goal is to provide Garden Project apprentices an alternative to a life of crime that has more than half the parolees returning to jail within a year. She tells them that "getting up every day and going to work, doing a job, and getting a paycheck is easier than dealing drugs, easier

And it works. According to San Francisco County Jail statistics, the Garden Project is a tremendously effective crime

Cultivate the Crime Out of Them

What if Probation Was Not
Originally Designed to Change
People's Lives?



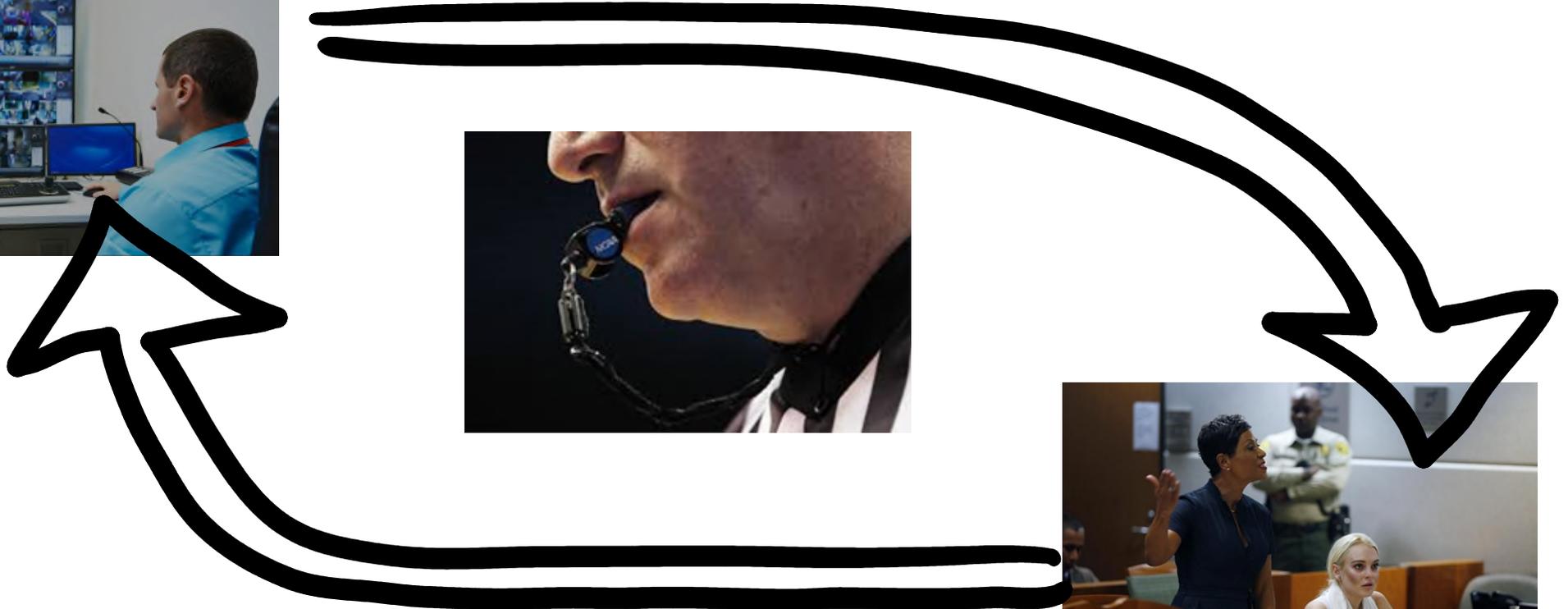
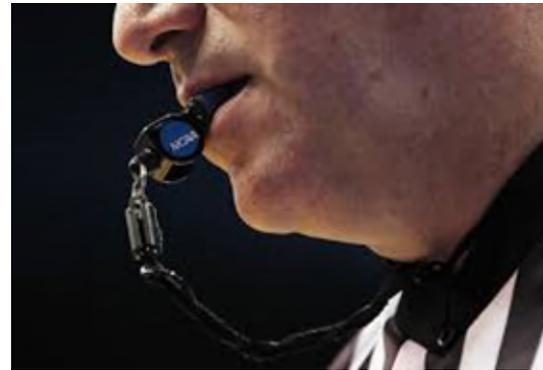
Probation was initially developed to provide an alternative to prison.

The core assumptions were:

- We give the client a list of rules and we expected that they adhere to those rules
- The focus of supervision was to monitor compliance
- It assumed justice-involved individual would self correct
- Because they were low risk, we had high success rates

Historical Role of Probation

While officers' hats have changed, the core function of community supervision has been to





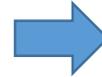
This practice to expect compliance immediately has restructured our probation departments to act as law enforcement officers

This is an image of a probation officer:

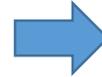
- No distinguishing look from police
- Search powers
- Arrest powers
- Armed, bullet proof vests
- Community safety primarily through surveillance and detection
- Risk management

Why Do Some People Change Immediately?

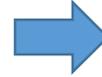
1. Commit no offense against the laws of this or any other State or of the United States. You are to report any arrests within 24 hours.



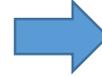
2. Not use, possess, or consume any illegal drug or prescription drug not currently prescribed to you by a medical professional. You shall bring all current prescription bottles to your Community Supervision Officer. If new medication is prescribed, you must bring the new prescription bottle by your next scheduled report date



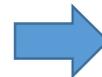
3. Report to the Community Supervision Officer as directed for the remainder of the supervision term unless so ordered differently by the Court.



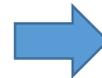
4. Abide by the rules and regulations of the Harris County Community Supervision and Corrections Department (hereinafter referred to as HCCSCD).



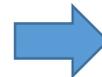
5. Permit a Community Supervision Officer to visit you at your home, place of employment or elsewhere.



6. Work at suitable employment and/or attend school full-time. Present either verification of employment or provide a log of all attempts to secure employment to your Community Supervision Officer as directed. You must notify HCCSCD of any change in your employment status by your next scheduled reporting date.



7. Remain within Harris County, Texas or any counties directly touching Harris County, Texas. You may not travel outside these locations unless you receive prior written permission from the Court through your Community Supervision Officer.



For low risk individuals, criminal behavior is an isolated, rare event and therefore easy to self-correct

The very next day,
a person placed
on supervision is
expected to be
compliant



“I can't take probation, I am failing before I even start”



What Do We Know about Changing Behavior?



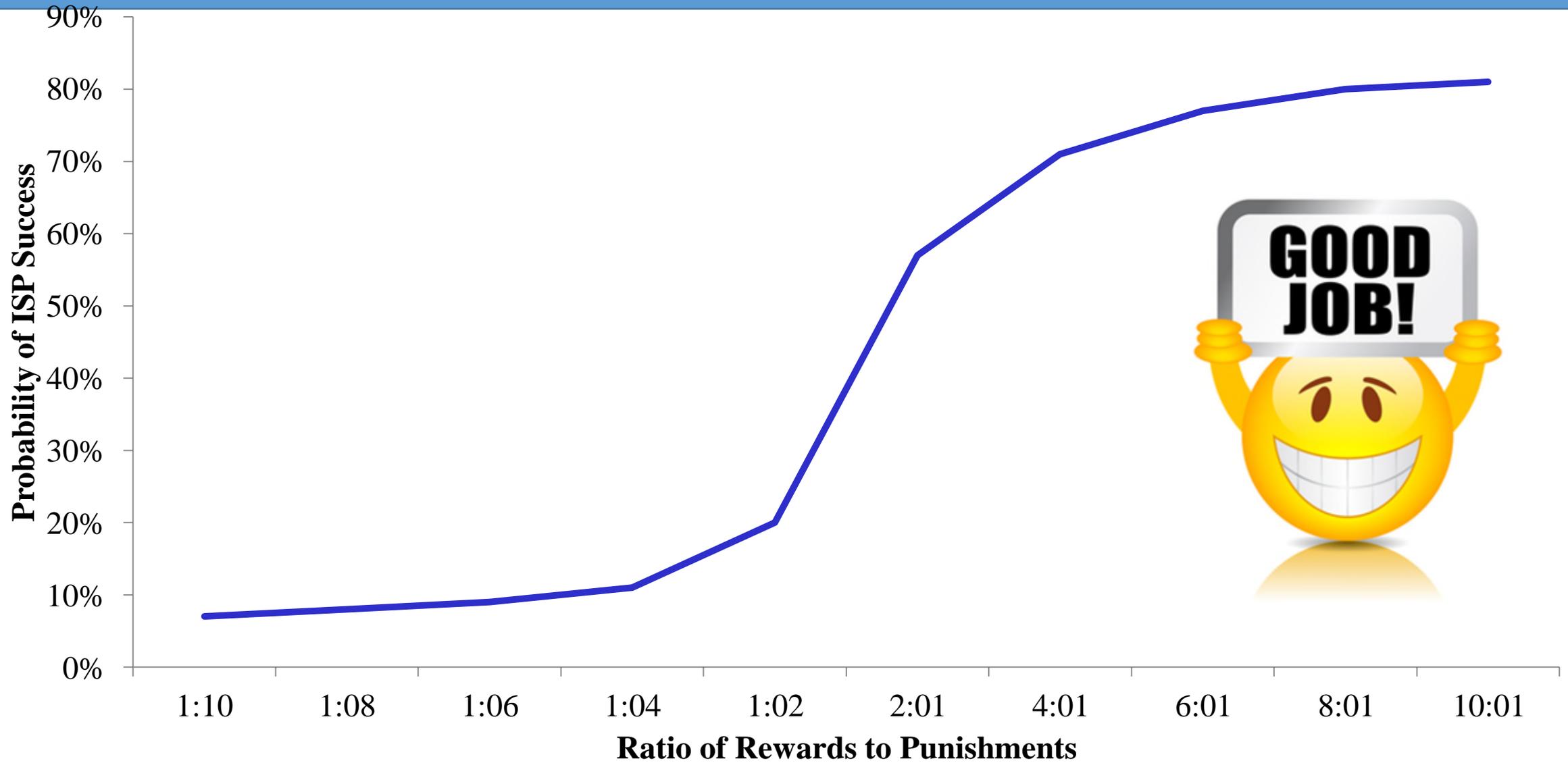
A black and white photograph showing two hands held palm-up, cradling a small, rectangular white card. The card has the word "HOPE" written on it in a bold, black, sans-serif font. The hands are positioned symmetrically, with fingers slightly curled. The background is a dark, textured surface, possibly a fabric or a wall, which makes the hands and the card stand out. The lighting is soft, highlighting the texture of the skin and the card.

HOPE



SKILLS

The logo features the word "SKILLS" in a bold, blue, sans-serif font. A light blue checkmark is positioned above the "I" and "L", with its tail extending to the right. The entire logo is centered between two solid blue horizontal bars at the top and bottom of the image.



Widahl, E. J., Garland, B. Culhane, S. E., and McCarty, W.P. (2011). Utilizing Behavioral Interventions to Improve Supervision Outcomes in Community-Based Corrections. *Criminal Justice and Behavior*, 38 (4).



What Do
Referee's Do?

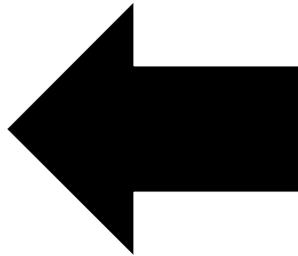


... Coaches?



Are Coaches Found In Team Sports Only?

Why Don't We Have....



Coach (and Referee) is a way of seeing ourselves...

Not a technique or intervention or EBP

Social psychologists use the concept of “**narrative identity**” to capture the story we tell about ourselves.

Steps to Coaching versus Steps to Refereeing

Refereeing

- Study the rule book
- Memorize the penalties
- Watch for failure
- Ignore non-rule breaking
- Use discretion to blow whistle
- Blow whistle
- Issue a pre-set penalty

Outcome:

Maintain order and fairness in the game

Coaching

- Assess talent
- Develop a plan to improve players
- Teach new skills while unlearning techniques that are not effective
- Practice new skills
- Measure improvement
- Reinforce behavior

Outcome:

Focus on growth and winning

Community Corrections Agencies as Team Owners

Agency Characteristics that Support Coaches

- Support winning (focus on outcomes)
- Learning environment and expect failures
- Encourage staff to develop small, innovative ways to support client and agency change
- Focuses on Competence Fidelity versus Operational Assurance (Mathews, 2017)
- Reinforce staff for improving success
- Clear and consistent expectations
- Trust the coaches and the players
- Have a clear mission
- Integrate values into policies
- Avoid risk reduction strategies and focus on behavioral change
- Create an environment that employees are value

Probation Officers (and management) as a Coach

Community Supervision Officers

- Believe that (all) individuals can change
- Develop a play book that is designed to help players (clients) improve
- Recognize that the individual on supervision is a human being with strengths, barriers, needs, culture, and systems
- Challenge ourselves to be great and to do great things
- Own the losses, don't shy away
- Adjust on the fly

The Challenge ...

Challenge the status quo

Challenge when we hear hopelessness

Challenge to be great

Challenge to change the system and the people in it