The Basics of Risk-Need-Responsivity:

PCCD

Richard Podguski, PA Board of Probation & Parole

September 27, 2016

Slides adapted from Podguski PBPP Presentation and D’Amora RNR 101 Presentation for Council of State Governments
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
Employming 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...

High
Supervision/ Program Intensity

Moderate
Supervision/ Program Intensity

Low
Supervision/ Program Intensity

Risk of Re-offending

LOW RISK
10% re-arrested
Typically 1/3 of the population

MODERATE RISK
35% re-arrested
Typically 1/3 of the population

HIGH RISK
70% re-arrested
Typically 1/3 of the population
After applying the risk principle...

<table>
<thead>
<tr>
<th>High Supervision/Program Intensity</th>
<th>Moderate Supervision/Program Intensity</th>
<th>Low Supervision/Program Intensity</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1" alt="High Risk (70% re-arrested)" /></td>
<td><img src="image2" alt="Moderate Risk (35% re-arrested)" /></td>
<td><img src="image3" alt="Low Risk (10% re-arrested)" /></td>
</tr>
</tbody>
</table>

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

Council of State Governments Justice Center
Given scarce resources, prioritize people most likely to re-offend

- **High** Supervision/Program Intensity
- **Moderate** Supervision/Program Intensity
- **Low** Supervision/Program Intensity

**Risk of Re-offending**

- **LOW RISK** 10% re-arrested
  - Typically 1/3 of the population
- **MODERATE RISK** 35% re-arrested
  - Typically 1/3 of the population
- **HIGH RISK** 70% re-arrested
  - 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)

<table>
<thead>
<tr>
<th>Criminogenic Need</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-social cognition</td>
<td>Reduce anti-social cognition, recognize risking thinking and feelings, adopt an alternative identity</td>
</tr>
<tr>
<td>Anti-social companions</td>
<td>Reduce association with criminals, enhance contact with pro-social</td>
</tr>
<tr>
<td>Anti-social personality (temperament)</td>
<td>Build problem solving, self management, anger management, and coping skills</td>
</tr>
<tr>
<td>(Indicators on Next Slide)</td>
<td></td>
</tr>
<tr>
<td>Family and/or marital</td>
<td>Reduce conflict, build positive relationships and communication, enhance monitoring/supervision</td>
</tr>
</tbody>
</table>
Criminogenic Needs
(Adapted from Latessa, Andrews & Bonta, and Gendreau)

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

Maslow's Hierarchy of Needs

- **Physiological Needs**: Air, food, water, shelter, clothing, sleep
- **Safety and Security Needs**: Health, employment, property, family, stability
- **Love and Belongingness Needs**: Friendship, family, intimacy, connections
- **Self-Esteem Needs**: Confidence, achievements, respect of others, connections, need for individuality
- **Self-Actualisation**: Morality, creativity, spontaneity, acceptance, experience purpose, meaning and inner potential

**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