

The Evidence

A Collaboration of the Programming and Technical Assistance Unit and the Evidence-Based Steering Committee



Programming and Technical Assistance Unit

December, 2008

The Programming and Technical Assistance (PTA) Unit was established in August 2006. The unit was founded on the principle of quality improvement. Its' mission is to strengthen the Department's prevention, intervention, and treatment services so that youth are served in environments that employ evidence-based practices.

Evidence-Based Steering Committee

Darryl Olson, Chair
 Jennifer Rechichi, Chair
 Jan Abee
 Jack Ahearn
 Frank Alarcon
 Michael Baglivio
 Jennifer Bailey
 Terri Buckley
 Mike Cantrell
 Beth Davis
 Howland Ellis
 Jennifer Grandal
 Deena Cheney Green
 Bette Neville
 Wray Nolting
 Duane Pace
 Dee Richter
 Colleene Scott
 Tracy Shelby
 Rex Uberman
 Kristen Winokur

Jennifer Rechichi is the Administrator of the PTA Unit. Jennifer began her work with the Department in Research and Planning. She holds a BS in Child Development, a MS in Marriage and Family Therapy and is currently a doctoral candidate in the Marriage and Family program at Florida State University. Jennifer is one of only 1,200 Certified Family Life Educators nationwide. She is trained as a facilitator in Thinking for a Change (T4C), Aggression Replacement Training (ART), Truthought: Corrective Thinking, Cannabis Youth Treatment (CYT) and NCTI Crossroads, she is a Teaching Alternatives to Gangs (TAG) Qualified Trainer, and a Master Trainer in LifeSkills Training (LST). Jennifer serves on the Department's IRB committee, the Residential PACT Implementation team, Co-chairs the Evidence-based Steering Committee and is a Quality Assurance Peer Reviewer.

Michael Baglivio completed his doctoral work in criminology in December 2007 at the University of Florida. He also has a BS in Psychology, a MHS in Rehabilitation Counseling, and a MA in Sociology, all from the UF. Michael is currently a co-Associate Project Director on a field demonstration grant sponsored by the Office of Juvenile Justice and Delinquency Prevention involving the effectiveness of various treatments of juvenile offending youth with maltreatment histories. Michael is a Master Trainer of LST, and a trained facilitator of T4C, ART, Truthought: Corrective Thinking, CYT, Trauma-Informed Care, and Target-A. He is also a Qualified TAG Trainer.

Dru Greene is a Technical Assistance Specialist based in the Venice JPO Office in Sarasota County. Dru has worked for the State in various capacities for 30 years, most of those years as a delinquency counselor or JPO. While serving on the PACT Implementation Team as a JPO, Dru developed a strong interest in Evidence-based treatments and Motivational Interviewing (MI) and was hired by the PTA Unit in November, 2006. Dru is a trained facilitator in T4C, MI and ART. She is also a Qualified Trainer in MI and TAG.

Diane Ruane, Technical Assistance Specialist, has been employed by the State of Florida for more than 20 years and has been with DJJ since its inception. Diane is a trained facilitator in T4C and ART and is currently running youth groups for the Department. She is also a Qualified TAG Trainer.

Crystal Johnson is a Technical Assistance Specialist based in the Central Region QA office (Hillsborough County). Ms. Johnson has worked for the state since 1989 in various capacities, with most years being in the Probation branch as a Senior JPO. She served in various areas while in Probation, including the Curriculum Design Team for the creation of the Probation Academy. Ms. Johnson was hired by the PTA Unit in April, 2007. She is also a trained facilitator in T4C, MI and ART. Crystal is a Qualified TAG Trainer and is completing her training as a Qualified MI Trainer.

Jason Kent has worked for DJJ since 1997. He has served as a JPO, Contract Manager, Trainer, Coach and Technical Assistance Specialist. Jason is based in the Central Region. He is trained as a T4C facilitator and is a Qualified TAG trainer.

Sharon Sykes is the newest member to the PTA Unit. She was hired in September 2008 as the Technical Assistance Specialist for the North Region and is based in Duval County. Her experience includes working several years as a probation officer for the State of Mississippi and as a training coach for the What Works Initiative. Ms. Sykes has a BS degree in Psychology and M.ED in Adult Education. She is a Qualified TAG trainer.

Probation and Community Intervention

Challenges of Community Supervision

Programming and Technical Assistance Unit

Jennifer Rechichi, Unit Administrator

Michael Baglivio, Programming Specialist

Dru Greene, TA Specialist

Crystal Johnson, TA Specialist

Jason Kent, TA Specialist

Diane Ruane, TA Specialist

Sharon Sykes, TA Specialist

Julie Linton, Secretary Specialist

Fontella Browning, Administrative Assistant

George Schmalstig, Training Consultant

Ana Villar, EBP & Management Consultant

Motivational Interviewing (MI) is a directive, client-centered cognitive-behavioral intervention for eliciting behavior change by helping youth to explore and resolve ambivalence. These youth have been adjudicated as delinquent and are currently in the community or committed to residential programs.

Some provider agencies may prefer not to have DJJ snooping around and telling them how to do their business. And then there's Sandy Trieb of Bay Area Youth Services.

Sandy is a Program Operations Manager at BAYS who supervises 2 units of Intensive Delinquency Diversion Services, one in Sarasota and one in Ft. Myers. As a diversion program, Sandy and her staff are charged with keeping youth out of the juvenile justice system. A lot of the youth they deal with have been assessed as Low Risk on the PACT. But as providers of intensive community supervision, they work very closely with some of the most troubled youth and families. Difficult cases are their specialty.

Always seeking resources, Sandy Trieb reached out to Programming and Technical Assistance, ready to embrace evidence-based practices. "We see that as the future of our business, and we are ready to go there now!" she said, initiating her own referral for services. She was especially interested in Motivational Interviewing as a tool for her staff.

Being based in rural and smaller metropolitan areas, their services consist mostly of personal encounters with the youth, families and various collaterals such as school staff, community service supervisors, and treatment providers. Since bringing youth together for group meetings is logistically difficult because of transportation, an actual curriculum such as Thinking for a Change was not a practical choice for IDDS.

Absent an evidence-based curriculum, we moved on to incorporating evidence-based principles into their current practices. With the basis of Motivational Interviewing Introduction training for all IDDS staff, they have been putting those principles to work in their case management. Continually returning to the issue of Criminogenic Risk and Needs, we have revised their Monthly Review Form to incorporate the YES Plan PACT Goals. Now the reviews focus specifically on how their interventions are addressing the individual youth's risks and needs. Taking this idea to another level, staff are practicing ways to make the YES Plan a living document, by incorporating the language in the Plan into their conversations with youth and families, and into case notes.

Sandy is still hopeful that research will provide a curriculum that can be used in an individual setting. She and her staff take pride in maintaining excellence in the services they provide to the families and youth that they supervise. But when it comes to working collaboratively in the endless quest for improvement, they're not too proud to accept help. Bay Area Youth Services has demonstrated how true partnership can help to create a productive working environment for all involved, and make the journey more of a pleasure, and less of a challenge.

Dru Greene, Technical Assistance Specialist



Residential Services

Residential Positive Achievement Change Tool... Changing the Way We Do Business

Intentionally targeting highest scoring criminogenic needs with purposeful interventions to reduce recidivism.....giving our youth placed in residential settings opportunities for increased success upon return to their communities.

DJJ has modified the Positive Achievement Change Tool (PACT) originally created for community settings to obtain more specific relevant information to assist our residential programs in developing intervention strategies to address each youth's criminogenic needs. Research has shown us that if we target 2-4 criminogenic needs in our interventions, we will reduce the youth's risk to reoffend.

Modifying the existing PACT to create the Residential PACT (R-PACT) provides a common assessment and evaluation process across the continuum of services, from intake to aftercare. An Automated Youth Needs Assessment, Performance Plan and Performance Summaries have been developed to effectively identify those risk/needs and protective factors from which specific interventions will be developed. The Performance Plan will dovetail into the existing Youth Empowerment Success (YES) Plan (Probation's case plan) when youth are transitioning back into the community to strengthen the youth's transition plan.

Individual and aggregate reports have been designed - at the case manager level, interventions can be modified when necessary to maximize treatment efforts for each youth; at the management level, comparison reports will show the progress being made throughout the facility; tickler reports indicate when reports are coming due, assisting with time management and organizational skills.

Lastly, the R-PACT will provide assessment data in the aggregate to assist in the development of a program profile that outlines a program's treatment successes by domain. This will assist commitment management staff in identifying appropriate placements.

Changing the way we do business means that we maximize every existing opportunity within a residential setting to address those specific criminogenic needs that we know will prevent the youth from reoffending.

Terri Buckley, Director of Program Development

Detention

TAG YOU'RE IT

Gangs and gang crime is not just an issue in Miami, Tampa, Palm Beach, Orlando, and Jacksonville. Gang crime is an issue that in some form or fashion affects all 67 counties in the state of Florida. The 41 counties that make up the Department of Juvenile Justice's North Region is experiencing what gang crimes are all about. Florida's North Region is experiencing an increase in gang related behaviors and activities such as graffiti, assaults, thefts etc.

In an effort to combat the allure of the gang lifestyle, the nine detention centers in Florida's North Region, which includes: Alachua (Gainesville), Bay (Panama City), Duval (Jacksonville), Escambia (Pensacola), Leon (Tallahassee), Marion (Ocala), Okaloosa (Crestview), St. Johns (St. Augustine), and Volusia (Daytona Beach) Regional Detention centers, are piloting the Teaching Alternatives to Gangs (TAG) curriculum. The curriculum was custom designed by Dr. Paul Alton to specifically address those key risk factors most prevalent to juveniles who are in gangs or may be contemplating joining a gang. The curriculum has been designed in a manner that takes into account the revolving door population of a detention center. Each lesson in the curriculum can stand alone, so even juveniles who stay at a detention center for 24-48 hours can partake in a lesson. The lessons can also be used to build upon one another for those juveniles who have extended stays at a detention center.

There will be four Group Facilitators and one trainer as well as a Technical Assistance Specialist assigned to each detention center. The Group Facilitators and Trainer will conduct the groups and the Technical Assistance Specialist will ensure the fidelity of the process. Each detention center has also identified a primary and secondary person who will be responsible for inputting all appropriate data into the Detention Facility Management System (DFMS) to ensure the proper collection of all pertinent data. The groups will be conducted four days per week to ensure the maximum effectiveness of the curriculum. All facilitators, trainers and specialists will complete Motivational Interviewing training prior to delivering the TAG Curriculum.

We are excited about piloting the TAG curriculum in the North region. We believe strongly that we must take every opportunity to educate young people about the perils of a gang lifestyle. We know that no matter how brief our interactions with a juvenile may be in a detention center it is still an opportunity to plant a seed that may blossom at some point.

In closing, I would like to say that North Region Detention Services is committed to doing our part in positively impacting juveniles who find their way into our system by searching for those evidence-based practices that will be most effective in combating the criminal thought process. We are asking all of you to join us in this plight. I guess what I am really saying is TAG you're it!

Mike Cantrell, Regional Director, North Detention Services

Important Dates

Evidence-Based Steering Committee Meeting December 3
 Evidence-Based Steering Committee Meeting February 11

Upcoming Training Sessions

Motivational Interviewing (MI) and **Thinking for a Change (T4C)** training sessions are scheduled throughout the state. Keep an eye out for training events in your area.

Motivational Interviewing (MI)

Tallahassee-North Detention/R-PACT	December 4 – 5
Volusia Halfway House	December 9 - 10
Pensacola - North Region Detention	December 11 - 12
Tampa-R-PACT	December 16 – 17
Tampa-R-PACT	December 18 – 19
Price Halfway House	January 6 - 7
Miami – JESCA	January 6 - 7
Sanford-R-PACT	January 8 – 9
St. Augustine - North Region Detention	January 13 - 14
Jacksonville-Rilla White Foundation	January 14 - 15
Tampa – ACTS	January 28 –29
Alachua - North Region Detention	February 10 –11
Panama City - North Region Detention	February 12 -13

Thinking for a Change (T4C)

Price Halfway House	December 2 – 5
Tampa – ACTS	February 17 – 20

We Need Your Input

To submit an article to The Evidence click on the following link

<http://www.djj.state.fl.us/OPA/ptassistance/steering.html>

Application for Recognition as a Trainer

We are requesting DJJ programs and individuals to submit information to the PTA Unit substantiating the credentials of their staff and/or of themselves so that they may be deemed a qualified trainer in specific evidence-based and best practices curricula. Once recognized by the PTA Unit as a qualified trainer in a specific curriculum, the staff will be acknowledged both on the Department’s website and in CORE for the specific curriculum.

<http://www.djj.state.fl.us/OPA/ptassistance/resources.html>

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Blue: T4C
Green: Conferences
Gold: MI
Pink: Committee Meetings