Appendix 4 – Evaluation Plan

<u>**KOR³P Evaluation Plan**</u>

Evaluation Goals

- Document the implementation of the KOR³P.
- Establish sustainable data tracking for ongoing evaluation of the processes and implementation of the KOR³P.
- Establish trend reporting to review progress monthly on key processes in the implementation of the KOR³P.
- Determine the impact of the KOR³P on offenders, overall, and by subgroups (e.g., by goal, risk levels, geographic areas, gender, age, criminal history, admission type, etc.).
- Use data to enlighten changes in policies and practice during the course of implementation of the KOR³P.
- Determine long-term impact of the KOR³P on decreasing returns or admissions to prison, and increasing successful reintegration of offenders.

Evaluation Strategies

- Design and conduct a comprehensive, long-term evaluation of the processes of the KOR³P.
- Design and conduct a comprehensive, long-term evaluation of the outcome of the KOR³P.
- Design and implement a data system that supports the evaluation plan for the KOR³P, identifying all relevant data elements, and considering data available from KDOC as well as information systems of other agencies or organizations (e.g., SRS, Motor Vehicles, SSA, law enforcement, etc.).
- Design and implement real-time trend reports for review of data regarding processes and offender activity related to the KOR³P.
- Design and implement reports for various constituents to review progress of the implementation of the KOR³P.
- Establish method for periodic review of data related to the implementation of the KOR³P with policy makers within KDOC and partner agencies, and by the Kansas Reentry Policy Council.
- Establish an advisory group to respond to evaluation strategies and data and provide feedback about the overall process.
- Design and complete case studies that describe how KOR3P is implemented and provide "stories" of the work.
- Design measures for the process and outcome evaluation that ensure a measure of change with offenders that can be attributed to all strategies/interventions of

the plan, and track changes by strategies or interventions discrete to particular risk areas/domains.

Evaluation Questions to be Answered:

1. Reduce revocations

    a. Rate of revocations by comparison
        i.   Before and after
        ii.   Between groups receiving/not receiving services
        iii. By intervention
        iv.   By risk levels
        v.   By risk domains
        vi.   By region, county, unit, officer
        vii. By relevant demographics
        viii. By violation type
        ix.   By crime type
        x.   By any other relevant demographic

    b. Number of violations
    c. Number of interventions short of revocation
    d. Number of reviews of proposed revocations by supervisors
    e. Rate of tenure in the community by comparison
        i. Same as above

2. Organizational Culture

    a. Changes in formal policy
    b. Changes in language of position descriptions
    c. Changes in performance review/feedback process
    d. Number and quality of information-sharing sessions
    e. Qualitative assessment through focus groups or surveys of knowledge, awareness, comfort level with, understanding of, mission, vision, goals, etc., of KOR3P.
    f. Qualitative assessment of level of buy-in by staff, constituents, offenders, etc.

3. Case Management

    a. Number of staff trained
    b. Pre-and-post tests to measure increased knowledge
    c. Measure of ability in skills learned in practice
    d. Measure of implementation of skills learned
    e. Measure of comfort level in using skills learned
    f. Number of case plans developed
    g. Number of goals established and achieved in case plans
    h. Number of offenders receiving case management services

       i. Change in overall risk levels for those offenders receiving case management services

4. Housing

    a. Number of classes delivered on tenant responsibility
    b. Pre-and-post test demonstrating knowledge from classes
    c. Number of offenders who used the skills learned
    d. Number of classes on working with property managers
    e. Pre-and-post test demonstrating knowledge from classes
    f. Number of staff using the skills learned
    g. Number of property managers with whom relationships established
    h. Housing situation of offenders before and after by demographic comparisons
    i. Number of homeless offenders (agreed upon definition consistent with HUD and other relevant definitions).
    j. Number of offenders receiving housing services
    k. Number of property managers with public housing/tenant plans who changed language or practice to reduce offenders screened out from consideration
    l. Number of offenders placed in public housing
    m. Number of offenders receiving housing vouchers
    n. Number of offenders with safe and affordable housing plan upon release
    o. Number of times offenders changed housing plan during supervision/over time
    p. Number of units made available to offenders, whether existing or new
    q. Number of offenders accessing homeless services by comparison, and relative cost to the system (if possible to determine)
    r. Change in risk level in accommodation domain

5. Cognitive Services
    a. Number of cognitive classes
    b. Number of offenders receiving cognitive services as part of case management
    c. Number of volunteers delivering cognitive services
    d. Number of staff trained in cognitive strategies
    e. Number of volunteers trained in cognitive strategies
    f. Number of family members participating in information sessions about cognitive issues
    g. Number of pro-social supports/mentors assigned/available to offenders
    h. Number of offenders identified as needing cognitive services
    i. Change in risk level in cognitive domains (attitudes/orientation, leisure time, companions)

      j. Number of goals set/completed as part of case plan related to cognitive issues

      k. Number of incidents of volunteerism by offenders as alternative to use of leisure time

      l. Number of cognitive interventions by staff beyond case managers

6. Employment
   a. Number of offenders assessed as needing employment services
   b. Number of offenders receiving employment services
   c. Number of job preparedness classes
   d. Pre-and-post test measure of knowledge
   e. Number of job preparedness interventions
   f. Number of offenders receiving skills/interest assessments
   g. Number of offenders assigned to in-prison/incarceration jobs pursuant to skills/interests as assessed
   h. Number of offenders receiving feedback from supervisors in prison jobs
   i. Number of offenders receiving reference letters from supervisors in prison jobs
   j. Number of offenders accessing job search services pre-release
   k. Employment rate of offenders
      i. How soon got a job
      ii. How long kept a job
      iii. How many job changes
      iv. Wage rates
      v. Number under or unemployed
   l. Changes in risk level in education/employment domain
   m. Number of private industry, work release, vocational training or apprentice opportunities during incarceration
   n. Number of partnerships with businesses to increase job opportunities
   o. Number of jobs developed through corrections staff
   p. Number using tax credit
   q. Number using federal bonding
   r. Number pre-certified for tax credit eligibility prior to release

7. Community and Faith Based Organizations (CFBOs)
   a. Number of CFBO representatives receiving training in risk reduction and reentry
   b. Pre-and-post test to measure knowledge
   c. Number of tracks for use of volunteers in R3 developed.
   d. Number of position descriptions for volunteers in R3 developed.
   e. Number of feedback sessions done with volunteers.
   f. Number of volunteers working with R3.
   g. Number of grant applications submitted by CFBOs to do R3 work.
   h. Number of offenders receiving services from trained CFBO representatives.

     i.   Number of policy and practice changes related to CFBOs

     j.   Whether a manual is completed for CFBOs about working with corrections effectively doing R3 work.

          i.   How many CFBOs used the manual?

     k.   Whether an audit instrument developed to assess work done by CFBOs, that includes review of curriculum.

          i.   How many audits were done and curricula reviewed.

     l.   Measure of satisfaction with CFBOs

          i.   Whether able to meaningfully partner with corrections

         ii.   Whether have a comfort level/awareness of R3

8. Legal Barriers (DL, detainers, etc.)

    a.   Number of offenders with known detainers
    b.   Number of detainers addressed prior to release to attempt to resolve
    c.   Number of detainers resolved prior to release
    d.   Number of unlodged detainers identified and addressed
    e.   Number of offenders with barriers to DLs
    f.   Number of offenders able to remove barriers to DLs
    g.   Number of offenders whose identification needs are addressed prior to release
    h.   Number of offenders leaving prison with necessary identification
    i.   Number of offenders entering prison with identification
    j.   Number of offenders receiving social security cards prior to release

9. Family Issues and Child Support
    a.   Number of offenders assessed as needing family services
    b.   Number of offenders receiving family services
    c.   Number of families contacted by case managers
    d.   Number of families participating in orientation sessions
    e.   Number of families receiving referrals from corrections
    f.   Number of families receiving services as a result of referrals
    g.   Number of offenders assessed for DV
    h.   Number of offenders receiving interventions for DV
    i.   Number of safety plans developed related to DV
    j.   Number of case managers trained in working with families
    k.   Pre-and-post test measurement of knowledge
    l.   Comfort level/understanding by case managers in their role in working with families
    m.   Number of children of incarcerated parents with demographics
    n.   Number of custodial parents of children of incarcerated parents receiving services from corrections
    o.   Number of strategies implemented regarding children
    p.   Changes in risk level related to family/marital domain

    q. Number of goals in case plans related to family issues

10. Transportation
    a. What is the rate of need/gap in transportation services; quantified instead of anecdotal
    b. Number of offenders receiving transportation services at the point of release
    c. Number of offenders with adequate transportation upon release
    d. Number of offenders with adequate transportation at points in time during supervision
    e. Number of offenders receiving/using transportation vouchers
    f. Number of services accessed in the community for transportation
    g. Number of partnerships established to provide transportation services

11. Law Enforcement

    a. Number of formal points of information-sharing between corrections and law enforcement
    b. Number of contacts by law enforcement with offenders during supervision
    c. Number of contacts by law enforcement with case managers as part of transitional planning
    d. Policy and practice changes in relationships between corrections and law enforcement
    e. Number of law enforcement contacts with corrections case managers about offenders they have contact with
    f. Number of arrests during supervision

12. Substance Abuse
    a. Number of offenders assessed as needing substance abuse treatment by treatment levels – what is the level/type of need?
    b. Number of offenders assessed
    c. Number of offenders with drug/alcohol diagnoses from mental health
    d. Number of offenders receiving treatment during incarceration
    e. Number of offenders with relapse prevention plans
    f. Number of case plan goals related to substance abuse/use
    g. Number of offenders receiving pre-release assessment and care coordination services
    h. Rate of detected drug use in prison
    i. Rate of detected drug use during supervision
    j. Number of offenders having positive drug tests within set periods after release and rates of positive drug tests
    k. Number of offenders receiving assessments in the community
    l. Time period from referral for assessment and assessment being received

m. Time period from assessed treatment need in community and entry into treatment
n. Number of entries into treatment
o. Number of successful completion/other completion (by type) of treatment
p. Number of offenders using vouchers for assessment
q. Interventions for positive drug tests/drug use/treatment failure
r. Number of revocations related to substance use/abuse
s. Change in risk levels on drug and alcohol domain, by comparison between those receiving treatment and those not receiving
t. Number of partnerships established with RADACs and treatment providers

13. Offenders with Mental Illness

a. Number of offenders receiving mental health evaluation upon entry
b. Rates of diagnoses
c. Number of offenders entering prison who were previously receiving benefits
d. Number of offenders entering prison who received prior treatment in the community
e. Number of offenders dually diagnosed
f. Demographics about offenders with mental illness
g. Number of offenders receiving discharge planning services through mental health/COR-Pathways
h. Type of services received
i. Number of times CMHC representatives participated in pre-release transitional planning
j. Number of offenders for whom benefits application were processed, completed, in place, before and after release
k. Number of case plans related to mental health/co-occurring needs upon release
l. Number of mental health appointments made and kept
m. Number of medication appointments made and kept
n. Rate/timing of connection to services after release, and whether they stayed connected
o. Violation rates by offenders with mental illness, by comparison (those getting discharge planning services, those not)
p. Revocation rates among offenders with mental illness by comparison
q. Number of offenders assigned to specialized parole officer

14. Building Public Support

a. Number of presentations by corrections to community groups
b. Number of press releases
c. Number of positive press items

d. Number of staff participating in public information sharing
e. Assessment by focus groups and surveys of knowledge of public about facts vs. myths and R3 work, and changes with time
f. Number of professional organizations where corrections representative was given an audience to discussion R3

In addition to the above questions to be answered through an evaluation, for each of the goals, and the objectives under each goal, tracking on the processes to determine whether implementation is according to the plan, including in the facilities, in parole, with partners, with CFBOs, through policies and procedures, and so forth.