

# Residents First: Promoting Change and Instilling Hope Through a Science to Service Approach

## Agenda

- Introduction
  - John Klavins, Director Community Corrections
- Presentation
  - Karley Jorgensen, Manager, Programming & Staff Development
  - Cory Grewing, Supervisor
- Cog Activity
  - Brian Fearing, Probation Officer
  - Cordell Nicholls, Assistant Probation Officer

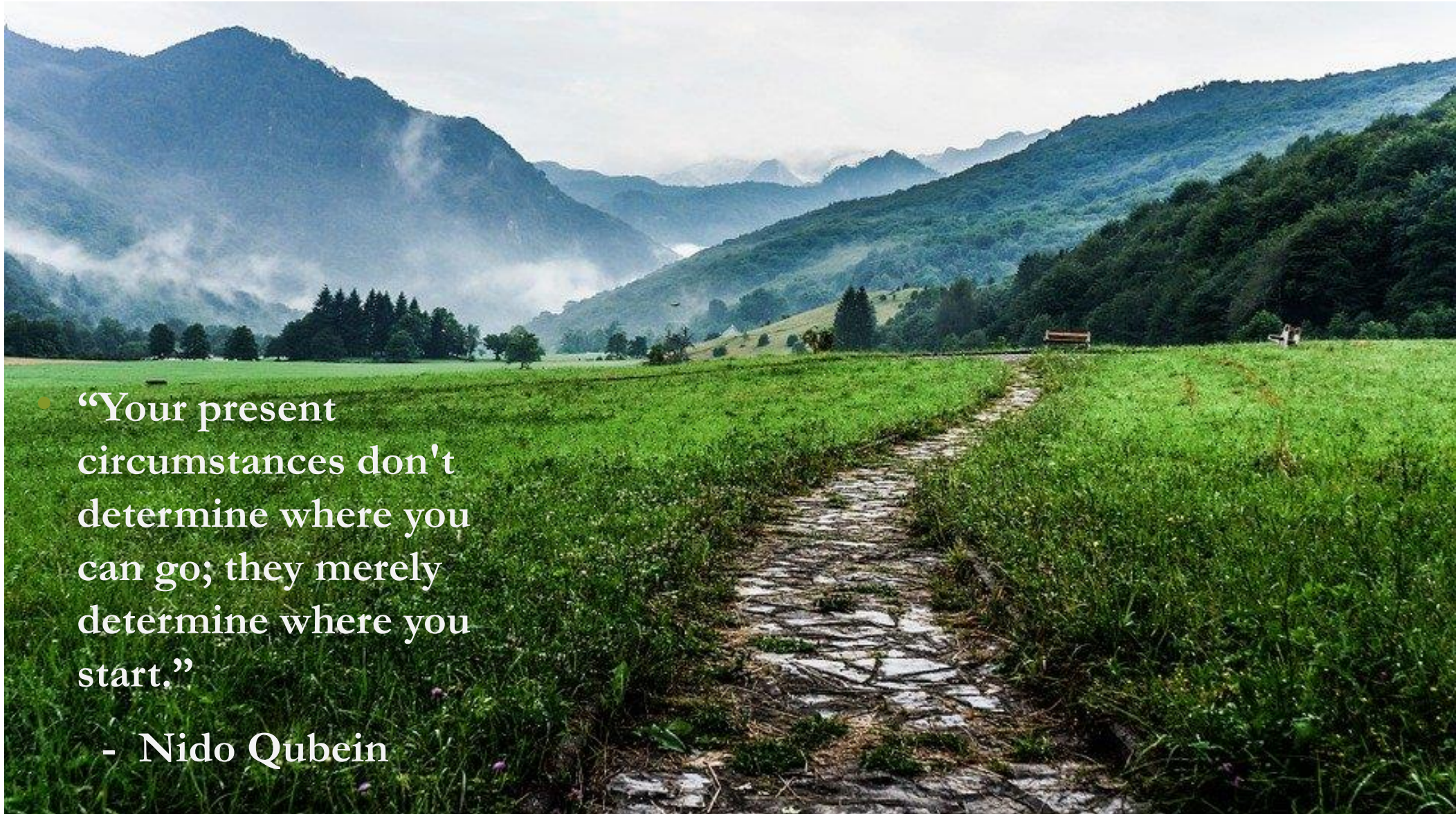
# Objectives

- Review the principles of effective intervention
- Explore the basic tenets of cognitive-behavioral intervention
- Discuss current curricula and interventions offered
- Brief overview of data
- Share feedback from facilitators and former participants
- Guided experiential activity

Helping People Change | Offering Opportunities | Providing Accountability | Ensuring Equity







- “Your present circumstances don't determine where you can go; they merely determine where you start.”

- Nido Qubein

This Photo by Unknown Author is licensed under [CC BY-SA](#)



## The Principles of Effective Intervention



RISK  
(WHO)



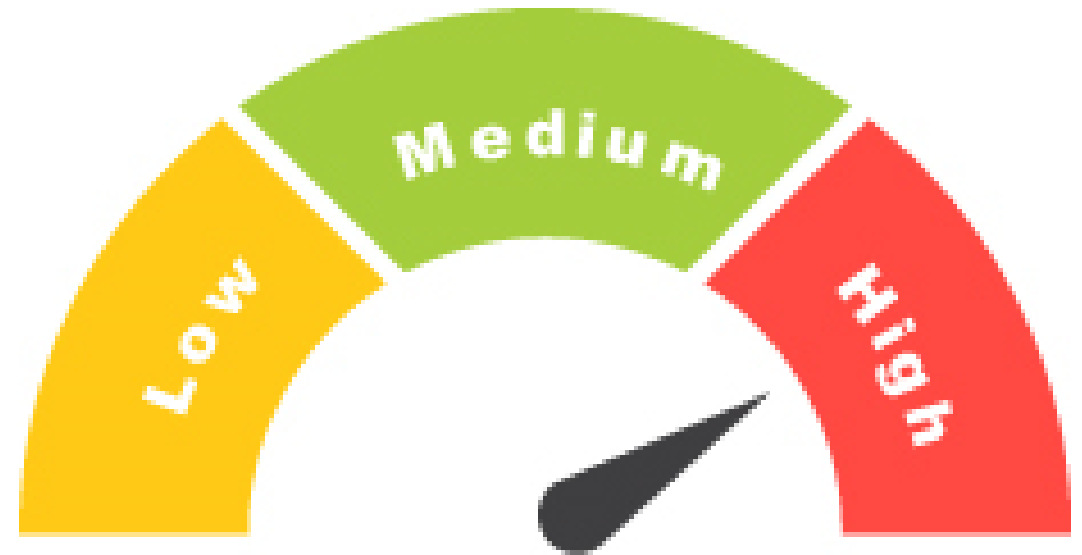
NEED  
(WHAT)



RESPONSIVITY  
(HOW)

# Risk Principle

- Validated assessment tools
- Resource allocation is informed by risk
- Highest risk clients are prioritized to receive programming



## Need Principle

- || History of antisocial behavior
- || Antisocial cognition
- || Antisocial associates
- || Antisocial personality patterns
- || Family/Marital Circumstances
- || School/Work
- || Substance Abuse
- || Leisure/Recreation



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)



- Responsivity Principle

## General

Interventions based on behavioral, cognitive-behavioral, and social learning theories

## Specific

Match clients to interventions and staff and assist clients in addressing barriers

## Specific Responsivity

- Trauma
- Mental Health
- Culture
- Motivation



shutterstock.com • 484644334

- Systemic racial inequities
- Transportation
- Caregiving
- Finances
- Technology

## Brain Science Breakdown

---

Trauma

---

Amygdala & Prefrontal Cortex

---

Neuroplasticity



shutterstock.com • 1031892406



# Responsivity is our Responsibility



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

The collaborative relationship  
“...is necessary, but not a  
sufficient condition” to  
change behavior.

- Spiegler and Guevremont

## The Importance of Adherence

When the principles of effective intervention are consistently followed the result is increased safety and reduced misconduct and recidivism.

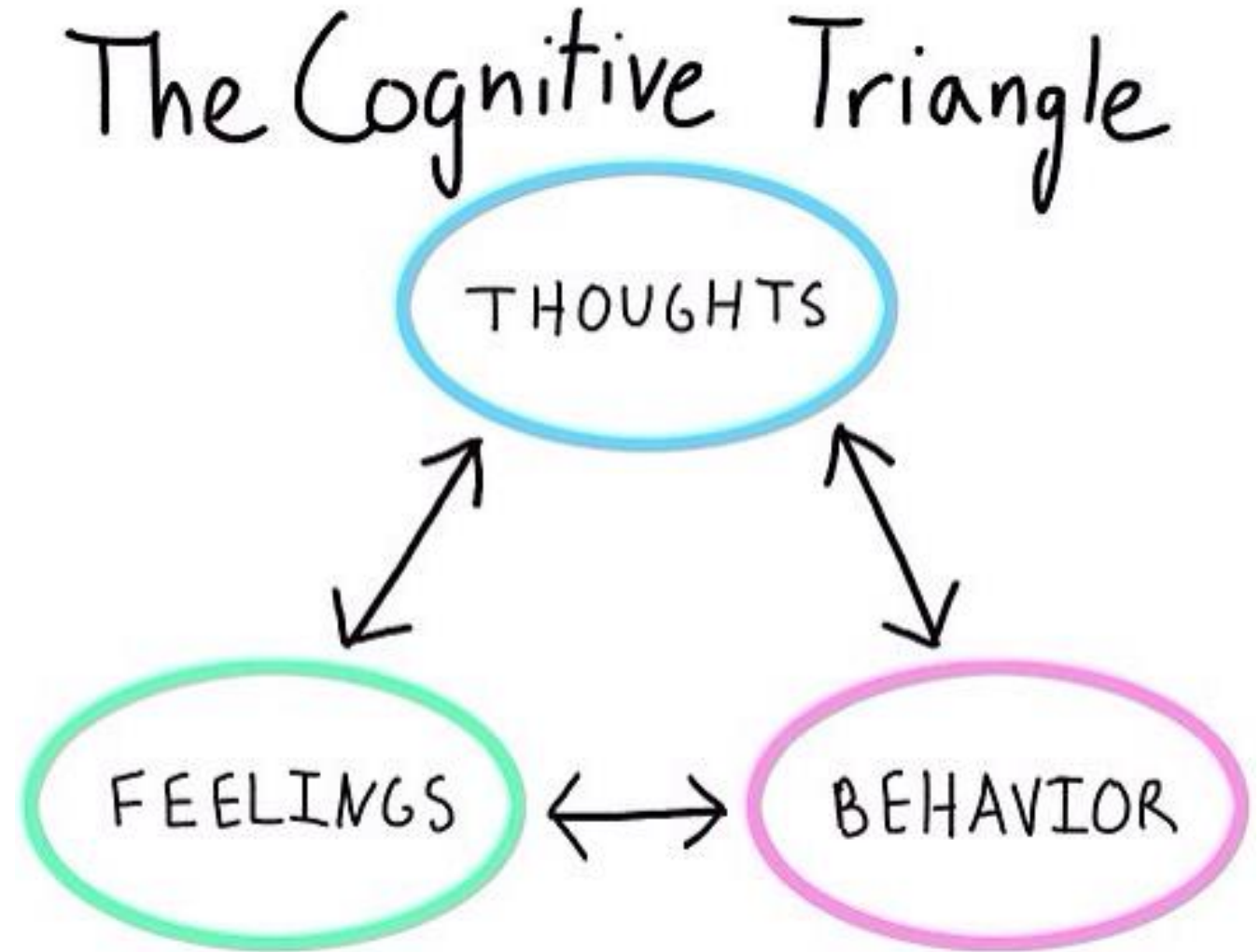


shutterstock.com • 1374576206



## Basics of CBT

- Thoughts, feelings, and behaviors are interrelated and influenced by one another.



# The Cognitive Iceberg Model

## Where do we focus?

- Usually the tip of the iceberg (the overt behavior we see). Through use of cognitive programming, we can dive under the water and address the thoughts, feelings, attitudes, and values that drive behavior.



## New Thinking → New Feelings and Behaviors



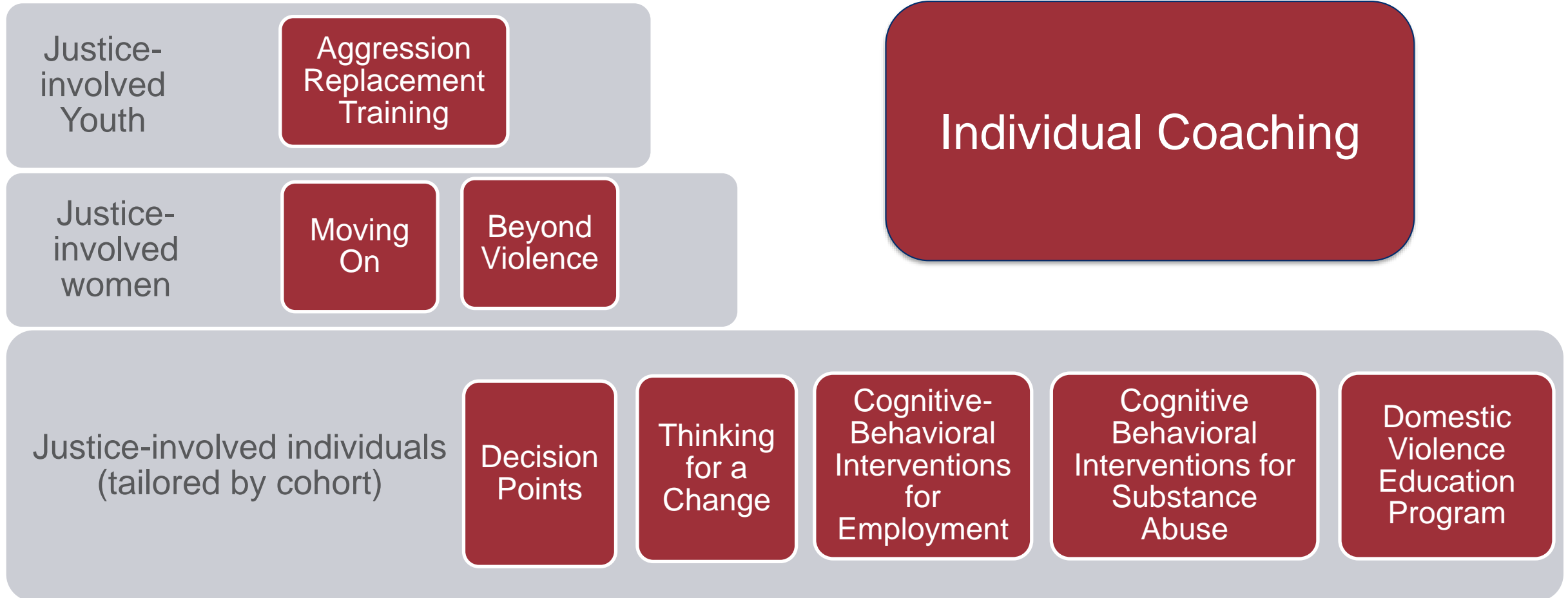
- Thinking Reports
- Reflection Diaries
- Behavior Chains

## Skill Development

- Change is hard
- Practice makes progress

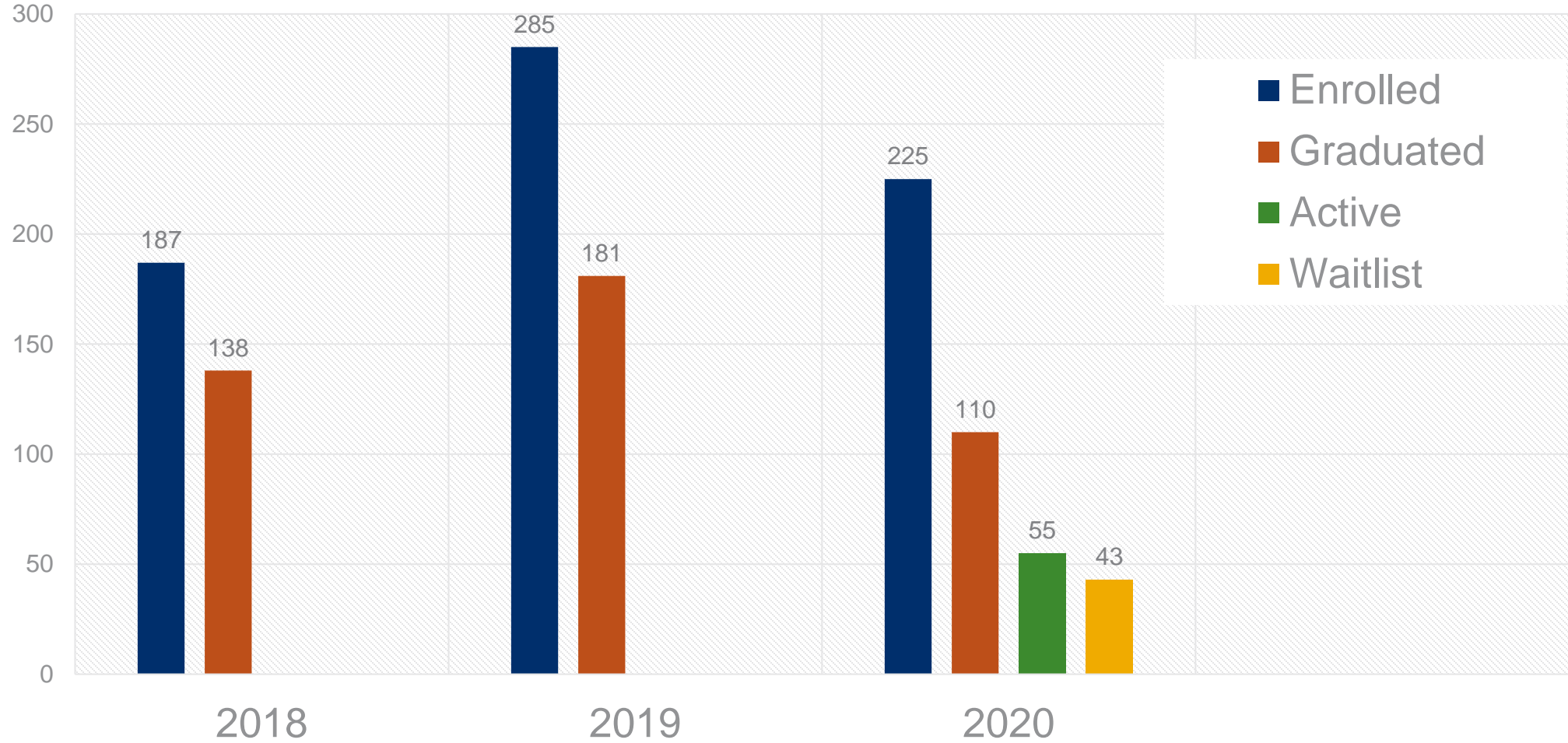


# Cognitive-Behavioral Programs Offered

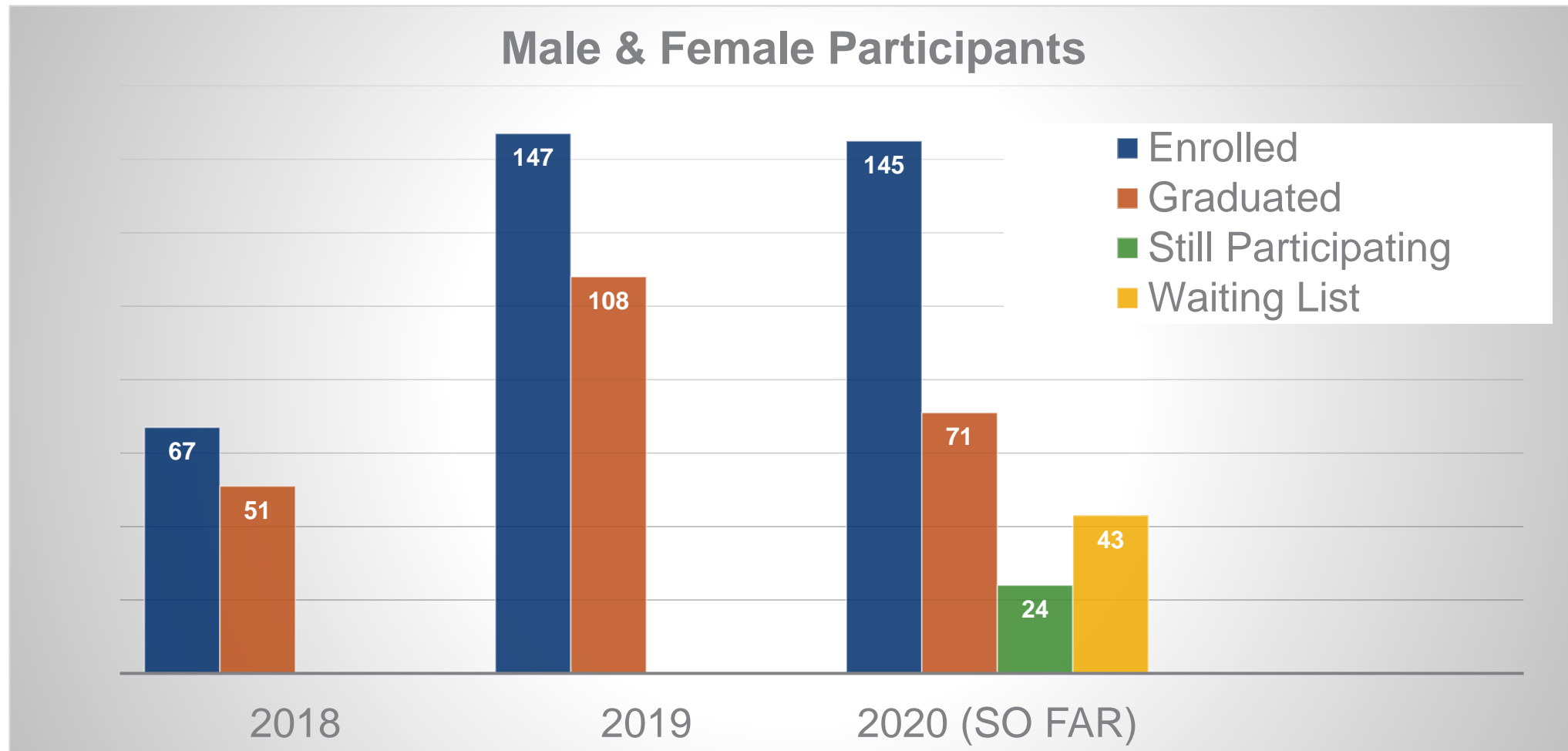




## Enrollment & Graduation Rates 2018 - Present

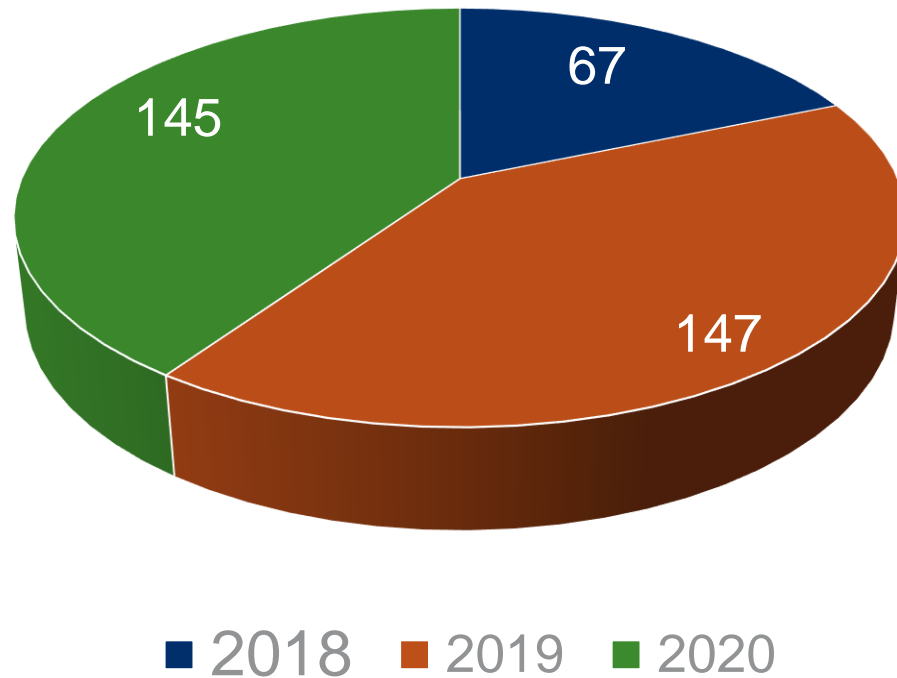


## Adult Field Services – Decision Points



## Efficient Adaptation for Virtual Delivery

**Decision Points Enrollment 2018 - Present**



- Despite the pandemic, participation rates continue to climb and will exceed last year
- Adjusted content for virtual delivery through active collaboration with the authors of Decision Points, including direct observation and coaching
- Ramsey County is being held up as a model for other counties and states around virtual delivery of this program

# Silver Linings

- Accessibility
- Attendance
- Engagement
- Connectivity



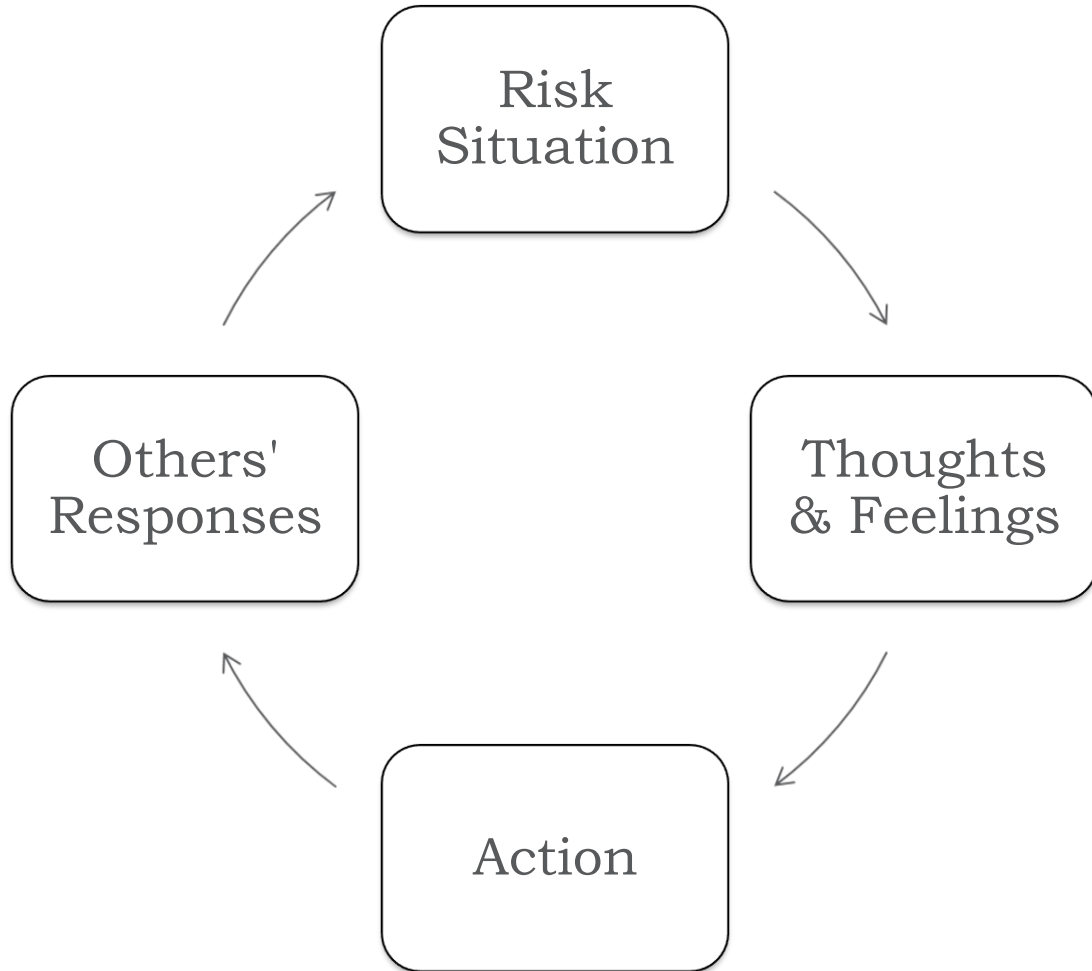
## But Don't Take Our Word For It...



shutterstock.com • 1414283456



# Decision Points Demonstration



## Step 1 Report Sheet

**Step 1:** Identify my thoughts and feelings.

**a) Risk Situation** – What’s my temptation or what is happening that I don’t like?

**b) Thoughts:**

**c) Feelings:**

**d) What offending and hurtful actions could these thoughts and feelings lead me to do?**

**e) "★" the thoughts and feelings that clearly lead to trouble.**

## Additional Client Services for Mental Health

### Adult Probation Ramsey County Correctional Facility

- Psychotherapy
- Group programming
- Referral and transition services
- Assistance with court conditions

### Juvenile Detention Center

- Assessment (diagnostic, crisis, safety)
- Psychoeducation (group and individual)
- Psychotherapy
- Coordinated psychiatric care

### Juvenile Probation (youth & families)

- Assessment
- Psychotherapy
- Crisis intervention
- Functional Family Therapy

## How to Connect With Us

- For questions, comments, or to request additional information, please don't hesitate to reach out to us at:

[AskCorrections@CO.RAMSEY.MN.US](mailto:AskCorrections@CO.RAMSEY.MN.US)



shutterstock.com • 114516403

# RAMSEY COUNTY Community Corrections



## Cognitive Programming and Interventions



**Decision Points** - Decision Points is a cognitive-behavioral intervention based on principles with broad based research support in reducing problematic behavior and recidivism. Decision Points addresses the risk-need-responsivity model of correctional interventions.

**Thinking for a Change (T4C)** - Thinking for a Change is an integrated cognitive behavioral change program that incorporates research from cognitive restructuring theory, social skills development, and the learning and use of problem-solving skills.

**Domestic Violence Education Program (DVEP)** - DVEP provides education and tools to help clients to recognize the long term impact their actions have on other people as well as themselves and to provide an avenue for change.

**Moving On** – Moving On is program that provides at-risk women with alternatives to illegal behaviors by helping them identify and mobilize personal and community resources, while also considering specific criminogenic needs such as antisocial thinking, unhealthy peer and family relationships, and negative emotional expressions.

**Beyond Violence** – Beyond Violence is an evidence-based, gender-responsive, trauma-informed treatment program specifically developed for women involved in the justice system. The program helps participants understand the relationships between thoughts, feelings, and behaviors; learn new skills, including communication, conflict resolution, decision making, and calming soothing techniques; and become part of a group of women working to create a less violent world.

**CBI-Employment (CBI-EMP)** - CBI-EMP is designed for criminal and juvenile involved individuals who are moderate to high need in the area of employment. The program teaches individuals how to identify and manage high risk situations related to obtaining and maintaining employment, while placing a heavy emphasis on skill building activities to assist with cognitive, social, emotional, and coping skill development for the work environment.

**CBI-Substance Abuse (CBI-SA)** – CBI-SA is a curriculum designed for individuals that are moderate to high need in the area of substance abuse. This intervention relies on a cognitive-behavioral approach to teach participants strategies for avoiding substance abuse. The program places heavy emphasis on skill building activities to assist with cognitive, social, emotional, and coping skill development.

**Aggression Replacement Training (ART)** - ART is a cognitive behavioral intervention program to help children and adolescents improve social skill competence and moral reasoning, better manage anger, and reduce aggressive behavior.

**1:1 Client Coaching** – RCCC staff are the intervention, working with clients individually using cognitive restructuring tools i.e. thinking reports, role plays, etc.



# RAMSEY COUNTY

## Community Corrections

### Client Reflections

"I was never told or shown as kid how to handle problem situations, group helped me build this."

"helped my current relationship"

"appreciated the support from the facilitators.... They never gave up on me."

"Break cycle of bad decisions"

"...rather than ending up on probation or in trouble, can think about choices and actions beforehand"

"learned to avoid negative consequences"

"hearing about others' situations helped me realize I'm not alone in my struggles."

"repetitiveness of skills helped me form a habit of using skills daily."

"...taught PATIENCE"

"...know how my thoughts and feelings and resulting actions impact myself and others"

"nice to be part of a group of people I can talk and related to."