

# **REHABILITATION PROGRAMMES FOR PRISONERS – Evaluation of Staff Training**

Workshop „EVALUATION AND RESEARCH”

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# Rehabilitation programmes for prisoners

- aimed at dynamic criminogenic factors
- to prevent / reduce reoffending
- traditionally implemented in Croatian prison system for several decades as part of wider rehabilitation concept (offender management with implementation of general treatment programs and special treatment programmes/rehabilitation programmes)
- psychosocial treatment of alcohol and drug addicts based on principles of modified therapeutic community, treatment of persons suffering from PTSD based on clinical approach
- implementation was never documented or evaluated in any sense - little evidence of their effectiveness
- no specific training of staff

# Recent developments

- efforts to improve existing programs and to design new programs for specific groups of prisoners (based on dynamic criminogenic factors).
- reflect contemporary knowledge and trends in offender rehabilitation (evidence-based programmes)
- new rehabilitation programmes were introduced:
  - for violent offenders,
  - for sex offenders
  - for offenders in traffic
  - for drug addicts (drug related offending)
  - for alcohol addicts (alcohol related offending)
  - social skills training
- also programmes aimed at education in specific area, personal growth and/or life coping skills:
  - Prisoner as a parent
  - Driver – safety factor in traffic

# Evidence-based

- most of the new programs – based on cognitive-behavioral approach, include Risk/Need/Responsivity principle and relapse prevention
- manuals for education of staff (programme facilitators) and for implementation of programmes
- basic training of staff – competences for the group work
- education of staff in specific programmes – theoretical and practical (Head Office, Training Centre, Faculty of Education and Rehabilitation Sciences, experienced facilitators from prisons and penitentiaries)



# Evidence-based

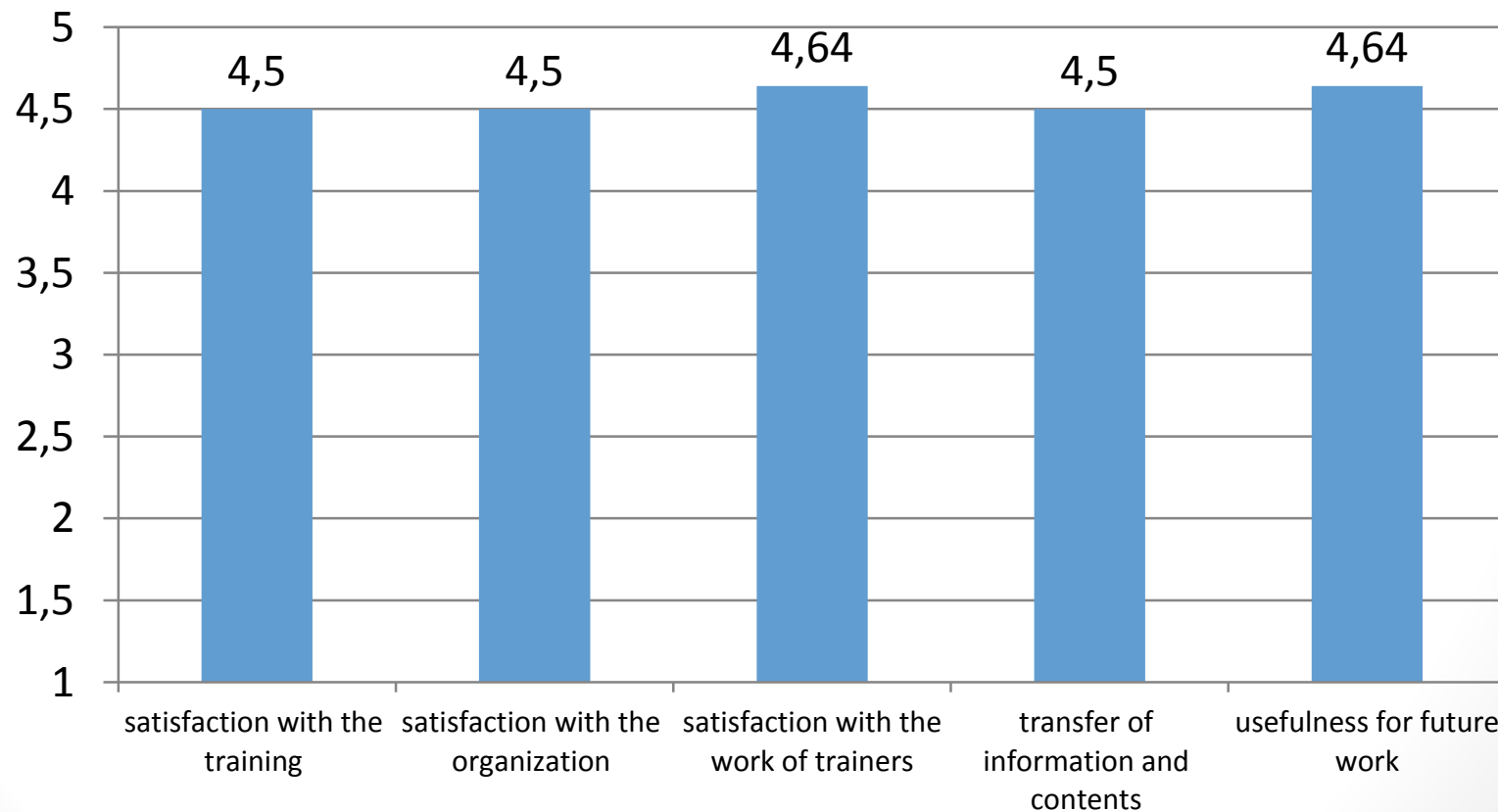
- **Supervision:**
  - regular meetings of facilitators – peer support, meetings with supervisors (from Prison System and University)
  - direct supervision in prisons / penitentiaries→ indirect evaluation
- **Evaluation:**
  - process and outcome evaluation of the programme effectiveness
  - evaluation of prisoners satisfaction with a programme and programme facilitators
  - **EVALUATION OF STAFF TRAINING**

# Training – direct evaluation

- evaluation questionnaires - applied immediately after the training; on the 5 point scale (+ some open questions) participants assess quality lecturers, content of the lectures and usefulness of the program for their practical work
- general questions:
  1. *Please grade your satisfaction with the training in general (1-5)*
  2. *Please grade your satisfaction with the organization of training (1-5)*
  3. *Please grade your general satisfaction with the work of trainers (1-5)*
  4. *How well were the information and contents of the training transferred to you (1-5)*
  5. *How useful do you find content of the training for you future work (1-5)*
  6. *Do you think you have gained something for you with this training? If yes, please describe. (open question)*
  7. *What did you like the most in this training? (open question)*
  8. *What would you change to increase quality of the training? (open question)*
  9. *Please give us any comments you wish regarding this training. (open question)*

# Example – PORTOs

- PORTOs - *Prevention of Drug related Recidivism through Training and Enhancement*
- education - March 2017 – 14 participants (prison staff – social pedagogues, social workers, psychologists)



# Example – PORTOs

## 6. Do you think you have gained something for you with this training? If yes, please describe.

- *support from experts for optimistic and professional continuation of work;*
- *structured presentation of each workshop to be applied with prisoners;*
- *possibilities to cover the same topic through different approaches;*
- *quality feedback;*
- *I am exceptionally satisfied with structure of workshops to be applied with prisoners;*
- *advice from more experienced colleagues;*
- *diversity of approaches in covering the same topic;*
- *basis and frame for working with drug addicts;*
- *disengagement from everyday work;*
- *acknowledgement of my work;*
- *enthusiasm to implement the programme;*
- *tools for working and wind in my back;*
- *self-confidence; sense of competence*
- *.....*





# Example – PORTOs

## 7. What did you like the most in this training?

- *opportunity to test the programme in group setting;*
- *theoretical frame;*
- *trainers;*
- *the format in which PORTOs is applied (not boring, emphasis on skills)*
- *organization;*
- *feedback after each presentation of workshop;*
- *experiential learning - from each other;*
- *examples applicable to actual work;*
- *learning from each other;*
- *presentation of the workshops;*
- *openness of members of the group;*
- *group dynamics;*
- *support;*
- *.....*



# Example – PORTOs

## 8. What would you change to increase quality of the training?

- *absolutely nothing;*
- *more theory;*
- *to present fewer workshops during the training or to organize only one to two activities per workshop - I didn't have concentration to follow couple of last workshops.*
- *more practical examples.*
- *more complexed workshops (like cognitive distortions) should be presented by trainers in more details*
- *to introduce manuals earlier during the training;*
- *to prolong the training for additional one day;*



# Example – PORTOs

## 9. Please give us any comments you wish regarding this training

- *Go for it!*
- *Next time, please organize the training on distant location with mandatory overnight stay for all participants - to enhance group dynamic.*
- *Well done!*
- *A + !*
- *Thank you!*



# EVALUATION OF PROGRAMMES

- Special treatment programs/rehabilitation programmes are evaluated on a more scientific level.
- Evaluation is focused on actual impact of these programs on changes which might occurred with targeted population (prisoners).
- Comparative analysis of indicators before and after the program is developed, based on questionnaires applied on prisoners before the program, after finishing the program and 6 months after the program.
- PORTOs - comparative analysis revealed statistically significant variation between criticism towards own criminal offending, towards being involved in drug addiction treatment, cognitive distortions, persistency, self-respect and thoughts and urges related to drugs before and after the program.
- PORTOs was evaluated in cooperation with the Faculty of Education and Rehabilitation Sciences, University of Zagreb.

# MORE EXAMPLES

- ART (Aggression Replacement Training) – comparative analysis of indicators before and after the program – motivation for change, attitudes towards treatment, self-criticism in relation to criminal offence, attitudes towards aggressive behavior, social skills, anger control, cognitive distortions and locus of control – showed positive changes on the several aspects connected to prisoners' aggressive behavior.
- PRIKIP (programme for sex offenders) – comparison of level of taking responsibility for controlling own sexual behaviour and preventing reoffending at the beginning and at the end of the program for sex offenders showed significant increase of responsibility and of insight in own capacities to prevent reoffending after finishing the program.

# TO BE TAKEN INTO CONSIDERATION

- Although first analysis and internal evaluations of implementation of special treatment programs show certain positive effect which awakes reasonable optimism in terms of possible reduction of recidivism, there is still serious lack of research to prove this positive presumption. Some of the reasons are;
  - programs are not implemented long enough to see if they have effect to prisoners' re-entry,
  - because of legal obligation to provide adequate treatment to every prisoner, it's impossible to create control groups to compare results,
  - inadequate financial capacity of the Prison Administration represents obstacle for hiring independent researcher to measure true effectiveness of the model.

# INDIRECT EVALUATION OF TRAINING

## PROGRAMME INTEGRITY

- includes coherence of working methods with treatment goals, the way in which treatment is provided by a staff member/therapist and their relationship (bond) with a client
- for achieving treatment integrity it is very important that treatment providers have adequate education for administering the program and that they stick to original program as much as possible
- **achieved and monitored through: presentation of workshops by students during the training, supervision meetings, direct supervision in groups**

# INDIRECT EVALUATION OF TRAINING

## Evaluation of training and trainers - by prisoners

- Prisoners who participated in PORTOs express high level of satisfaction with all aspects of the programme, and especially with programme facilitators.
- Within evaluation of SATISFACTION AND USEFULNESS OF THE PROGRAMME, prisoners gave the highest score to items *I trust programme facilitators and I think they have helped me to cope with difficulties* (4,75) and *I am satisfied with programme facilitators* (5,0).



# Thank you!

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