I have been working with Federal, State, County and City justice agencies for three decades. The managers and team members I have worked with have been conscientious about trying to fix their systems and attempting to reduce recidivism rates. *(Note: These efforts are in organizations that reward employees - with promotions - as employees are added. During these years, multiple programs have been introduced with great fanfare, lots of expense and few results.)*

Statistics consistently show that alcohol/drug use is the predominant reason that folks are arrested and then re-arrested. Statistics also show that no improvement has been made in recidivism rates during the last 30 years.
**Paroling Authority Self-Assessment Toolkit**

**Practice Targets Defined**

The ten practice targets for paroling authorities—which form the basis for this guide—are designed to assist paroling authorities to:

- **Enhance public safety;**
- Contribute to the prudent use of public resources;
- Offer an important opportunity for victims of crime to be respectfully heard and acknowledged;
- Preserve paroling authority discretion;
- Provide important transparency and credibility; and
- Insulate paroling authorities in the event of community failures.

These practices are:

- Supported by the research as effective in enhancing public safety and the prudent use of public resources;
- Embraced as "best practices" by the field; and
- Articulated by the National Parole Resource Center's project advisers and leadership.

As you read below, it is important to know the definition of criminogenic needs.

**Criminogenic needs** are issues, risk factors, characteristics and/or problems that relate to a person's likelihood of reoffending or recidivism. There is a number of what are called "static" factors such as age at first arrest, criminal history, etc. that programming cannot change.
The ten practice targets are:
1. Use good, empirically-based actuarial tools to **assess risk and criminogenic needs** of offenders.
2. Develop and use clear, evidence-based, policy-driven decision making **tools**, policies, and guidelines that reflect the full range of a paroling authority's concerns (e.g., punishment, victim issues, community safety, etc.).
3. Maintain meaningful **partnerships** with institutional corrections and community supervision (and others) to encourage a seamless transition process and the availability of sound, evidence-based programs.
4. Use their influence and leverage to **target** institutional and community resources to mid and high risk offenders to address their **criminogenic needs**.
5. **Consider for release at the earliest stage possible**—in light of statutes and other sentencing interests—offenders assessed as **low risk**.
6. Use the parole interview/hearing/review process as an opportunity to—among other goals—**enhance offender motivation to change**.
7. Fashion condition setting policy to **minimize requirements** on low risk offenders, and target conditions to criminogenic needs of medium and high risk offenders.
8. **Develop** policy-driven, evidence-informed **responses** to parole violations that incorporate considerations of risk, **criminogenic need** and severity, assure even-handed treatment of violators, and utilize resources wisely.
9. Develop and strengthen **case-level decision making skills/capacities** in these areas.
10. Develop and strengthen agency level policy making, strategic management and **performance measurement skills/capacities**.

**Note:** The objectives shown above don’t seem to be “client” oriented or problem based solutions. 30 years of no results would suggest that new “client” based substance abuse objectives would be in order.

**PROVEN ALTERNATIVES TO CURRENT OPTIONS**

The processes described above are the current standards for most agencies dealing with individuals released from confinement.

The illustrations shown below are examples of iMResponsible TEAM treatment processes that work. The KEY ELEMENT of change in these programs is that the INDIVIDUAL AND TREATMENT TEAM are now responsible for their behaviors and accountable for their results.
Traditional program processes include elements that “effectively” make the agency responsible for all behaviors – including the individuals. There is also – no accountability - for any of the participating persons – except the client.

CURRENT BEHAVIORAL PROGRAMS

Although this nation is inundated with programs that claim to improve drug induced destructive behaviors, few of them work as designed. Why is this?

These things are happening:

1. The results of drug assessments do not convince the individual involved that they are actually responsible for their past behaviors and the results of these behaviors.
2. Treatment plans include a package of activities that are:
   ► designed to protect the designer against liability issues
   ► not designed by a treatment team and the individual
   ► not accepted as doable by individual
3. Team tasks are not definitively monitored, updated and published
4. Treatment Team participants and participation roles are not formalized
5. Drug Abstinence and PX Management perspectives are not in harmony

INDIVIDUAL BENEFITS

The iMResponsible.com and I am Accountable processes provide each individual with a ToolKit that maximizes the probability of changing destructive behaviors caused by alcohol/drug use. This “proven” set of processes gets and keeps people straight and improves behaviors.

1. Comprehensive, meaningful and accurate assessments are completed by the Individual and are reviewed by a TEAM of supporters. Individual acceptance of the need for change is a mandatory program requirement.
2. A “doable” Performance Plan is developed by the TEAM
3. The Individual becomes Accountable for realistic tasks and has continuous TEAM support.
4. The Individual begins to recognize that helping others – helps themselves
5. No “undoable” conditions are included in these programs. Should financial or other circumstances change, program modifications will be made by the supporting TEAM members.
iMResponsible.com
INDIVIDUAL REQUIREMENTS

Each applicant must:
1. Be totally familiar with all of the program elements
   ► (Team support – monitoring - one year minimum)
2. Accept all program conditions
3. Complete the Compu-Tools Assessments
   ► (Drugs – Psychological – Social/Criminal Behaviors)
4. Participate in a Team Intervention
5. Participate in developing a “doable” Team Performance Contract
6. Report each task completion to iMResponsible.com as directed
7. Understand that all Individual and Team tasks will be monitored
8. Communicate with Team members as outlined in Contract
9. Volunteer services and assistance to other program participants
10. Adhere to program conditions for one year

Alerts – If tasks are classified as “Critical”, Team members will be immediately “Alerted” when tasks are not completed as promised.

iMResponsible.com
INDIVIDUAL ACCEPTANCE

The iMResponsible.com 5 Step Program is Voluntary. It is designed for those individuals who earnestly wish to change destructive behaviors and are willing to commit themselves to a demanding and long term recovery program.

Before an Individual begins involvement in a program of analysis and improvement, they need to answer the following questions in a positive fashion. If they do not do so – with conviction - the probability of success is significantly diminished.

Questionnaire – Elements required for effective Program Participation:

1. Are you responsible for your behaviors? [ ]
2. Do you have a history of destructive behaviors? [ ]
3. Do you want to change your behaviors? [ ]
4. Are you willing to honestly complete a behavioral self assessment? [ ]
5. If appropriate, will you assist in designing a “doable” treatment plan? [ ]
6. Will you commit to the conditions of this long term plan? [ ]
7. Will you work with family, friends, employers or others during treatment? [ ]
8. A Review of task status will be published to Team Members each week. [ ]
9. I am Accountable for my treatment plan compliance. [ ]
10. Positive results have been proven – if I comply with program terms. [ ]

I understand:

I am Responsible and will be Accountable

I have reviewed the contents of this publication and accept the conditions shown

Name: _______________________________________ Date: ______/______/______

Signature