



EBP Corner

Special points of interest:

- Evidence Based Principles in NYC
- Principle 8: Provide Measurement Feedback
- Feedback and Information Matters... Why?
- Examples of Providing Measurement Feedback in NYC

Evidence Based Principles in NYC

The 8 Evidence-Based Principles serve as a guiding model for providing services and interventions. The Principles also provide guidelines to determine the effectiveness of programs and practices that are implemented and integrated into treatment. When the Principles are fully integrated with different elements of service delivery, the possibility of identifying and measuring changes in level of risk, behavior, and progress become more tangible.

Maintaining knowledge and awareness about evidence-based research and information that directly influences daily job responsibilities is a necessary part of providing effective services. This information can then drive the internal outcome measures and feedback strategies to help staff continue to develop skills and intervention practices. In addition, targeting specific attitudes, knowledge, and skills that are related to achieving positive outcomes can result in more effective measurement processes.

Just as providing timely and relevant feedback to youth is integral to their behavior change and progress, the same can be said for staff. In order to achieve deeper adaptations and organizational support of effective practices, objective and relevant feedback for staff increases buy-in and skill level.

National Institute of Corrections. (2004). Implementing evidence-based practices in community corrections: The principles of effective intervention. Washington, D.C.: U.S. Department of Justice, Crime and Justice Institute.

Principle 8: Provide Measurement Feedback

Once data collection processes are in place, the information must be used to monitor process and change. Providing feedback to youth increases their personal accountability and has been associated with enhanced motivation for change, increased treatment engagement, and overall improved outcomes.

The same is true for organizations and staff. Monitoring delivery and integrity of services builds internal

accountability and reinforces an organization's mission.

Regular performance reviews and quality assurance practices reinforce the focus on achieving positive outcomes within a facility and for the organization as whole. For example, reviewing monthly facility reports and annual recidivism rates for data trends and to guide decision making processes.

Simply gathering data is not enough; the results must be shared with staff to understand the importance of adhering to the 8 Principles.



Colorado Division of Youth Corrections

4255 South Knox Court
Denver, CO 80236

*Working With Colorado
Communities to Achieve Justice*

colorado.gov/cdhs/dyc

Important Questions to Remember about Providing Measurement Feedback

How is information regarding youth behavior change shared with staff?

How is information regarding youth outcomes (facility and community) shared with staff?

Who do we share information regarding outcome measures with?

How is staff performance used in the performance evaluation process?

Feedback and Information Matters...Why?

It is important to let youth know what progress they have made in treatment.

It is just as important to let staff know about their own performance and the impact had on youth.

When processes or practices do not result in positive outcomes, it is imperative to come up with a *team decision* to make necessary changes.

Important things to remember when implementing and integrating good programs are **integrity** and **fidelity**. Too much drift from how a program is designed results in poor outcomes and ineffective service (*poor fidelity*). Staying true to the intent and vision of the program while adapting to the needs and responsivity of the youth being served results in more realistic, positive outcomes (*good integrity*).



Examples of Providing Measurement Feedback in DYC

Facility team meetings

Management/administration meetings

Treatment team/clinical team meetings

Shift report and debrief processes

Supervision practices

Quality assurance/quality improvement processes

Youth and family surveys

Staff surveys

Yearly training opportunities

Annual facility goals

Facility-specific communication processes



Questions about EBP?

Contact Elisa Hicks
DYC Evidence-Based Practices Coordinator
elisa.hicks@state.co.us
(720) 471-8438