"I believe just about everything at this program has had positive changes in my life." *–DRC Participant, July 2014 Survey*

BI/GEO SHASTA DAY REPORTING CENTER

In Partnership with Shasta County Probation

Annual Report

April 2015

Presented to Chief of Shasta County Probation: Tracie Neal

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Section One: **Evaluation of Services**

The Shasta Day Reporting Center celebrated its second anniversary on April 8th 2015. The Day Reporting Center (DRC) saw a lot of success in the past year. It is BI Incorporated's privilege to continue our work with Shasta County Probation Department (Probation) and the community helping reduce recidivism and assisting probationers with making life long changes.

Over the course of the year, the DRC and Probation worked very hard and built a strong collaboration. Through joint trainings, meetings, and celebrations the partnership became stronger than it's ever been. The hard work of both the BI Staff and Probation resulted in the DRC averaging a daily population over 70 participants each month since November.

"Everything, the program and the staff members, have helped me get my life back" – October 2014 survey

If you have been following our newsletters and updates you know the last year brought about many different events at the DRC. The DRC implemented a Mentoring Program, Sobriety Night, Family Connections, Celebrate Success BBQ's, and many other events! Events are a way for the DRC to add value to the program, a way for participants to observe pro-social functions and to be rewarded for their hard work.

As always, the training BI staff receives continues to be top notch. Staff continuously trains in Evidence Based Practices and cognitive behavioral treatment in order to bring about long lasting changes in offender behavior.

The report shows that the DRC has improved in a variety of areas, from an increase in the amount of treatment services delivered to improvements in addressing substance abuse. We have moved steadily towards the goals set in June, including a drastic improvement over last year in the number of participants with clean drug screens. Most importantly, we are proud of the drastic changes participants are making in their lives. The DRC hosted its first two graduation ceremonies this year. At the time of this report submittal, there are currently 13 participants in aftercare and on track to graduate in June.

Offering the Choice to Change

Mr. Sloan started the DRC voluntarily in late February, knowing that he would have to begin a mandatory prison sentence in June 2015. This past week he presented his MRT Step 1 testimony on honesty, standing in front of the class and reading aloud about how important it is for him to face problems in life head-on by admitting to past disloyalty and taking personal responsibility for his actions. Mr. Sloan shocked the class by choking up as he talked about "my choice" to be at the DRC, adding how he looks forward to changing his thinking and learning better ways to function. He went on to speak about his commitment to change regardless of his forthcoming trip to prison and how important it is for him to work on personal growth. After his testimony the participants voted him a passing score and told him what a positive role model he was for them. Many commented that they used to think they did not have a choice to be here but considering the alternative could be facing prison time like Mr. Sloan put "choice" into a new perspective.

Summary of Services

The Second Year of Operation (4/8/2014 – 4/7/2015)

Participants Served		
	Year 1	Year 2
Individuals Served	116	203
Active number of participants, year end	52	68
Aftercare participants, year end	7	6*
Participants Completing Program		24
Participants discharged	57	125
Male / Female Participant Ratio	80% / 20%	82% / 18%

**As of the time of the submission of this report, there are 13 people in aftercare*

Services Provided		
	Year 1	Year 2
Number of Program Check-ins	9,088	13,878
Total Hours of Individuals Participating in Group	4,775	7,557
Program Orientation	*138*	*198*
Change Orientation	*383*	*870*
Community Connections	*150*	*140*
Substance Abuse (Education & Treatment)	*1,343*	*1,520*
MRT	*1,259*	*2,184*
Life Skills	*894*	*1,563*
Parenting	*283*	*359*
Employment Readiness	*170*	*730*
Women's Life Skills		*43*
Drug Tests (actually issued)	1,285	2,078

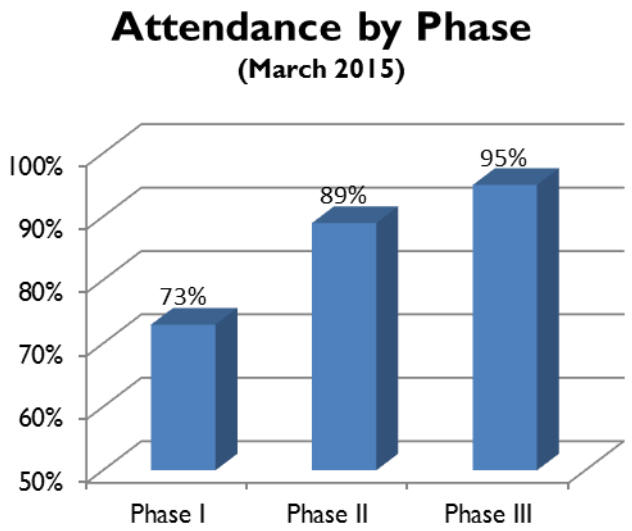
Evaluation of Services

Attendance

Participant Attendance Results: Year 1 vs Year 2				
	Check-in attendance		Group attendance	
	Year 1	Year 2	Year 1	Year 2
First Quarter	56%	72%	19%	66%
Second Quarter	63%	72%	30%	69%
Third Quarter	73%	75%	44%	64%
Fourth Quarter	74%	77%	47%	56%

Year over year, our greatest achievement is in the improvement on group attendance rates. Check-in attendance rates have improved, but at a slower rate than treatment participation. Participants frequently cite check-in attendance and getting/staying clean as the hardest part of the program for them. Check-in show rates, however, drastically improve as participants progress through the program with Phase III participants averaging 95% attendance.

The DRC has spent over $12,000 on bus passes for participants to help boost attendance including monthly passes, punch cards and single ride tickets.



January 2015 Survey:
The hardest part of the program is…
Getting here every day. Coming every day, remembering when I have class but they made me a schedule so now I just have to look at it. Daily check-ins. Timing between bus to class. Quitting marijuana has been really hard. 7 days a week reporting. Transportation. Checking in every day and going to groups. All of the testing. Checking in daily. Transportation. Making it to class on time. Getting and staying clean and sober. Finding time to show up every day. Scheduling classes and daycare to coincide also with work.

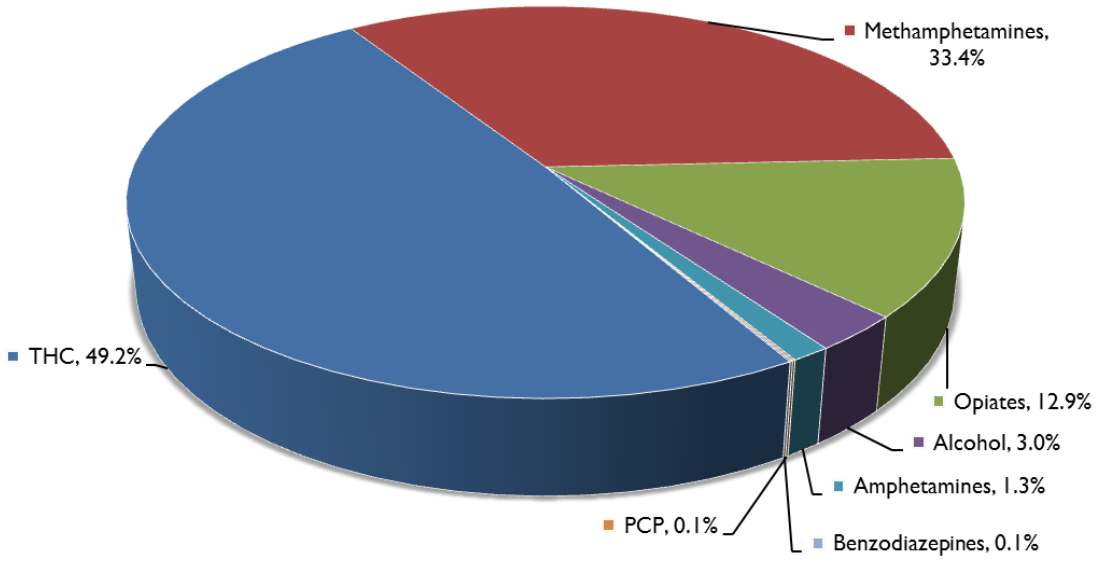
Engaging Participants Through Mentorship
The DRC began a mentorship program this year to try to increase participant engagement from the onset. DRC alumni and aftercare participants are an integral part of program orientation, taking time to speak to the participants about their personal experience with the program. In addition, mentors participate in unstructured social events with current participants to encourage them and provide guidance based on their own personal experience. This powerful linkage between peers who have figured out how to get their lives back on track and new participants has been key in reducing initial resistance to the program.

Sobriety

Drug Test Results		
	Year 1	Year 2
Clean urine tests	20%	45%
Missed test - no show / no drop	41%	26%
Substance detected	39%	29%

Drug usage continues to be a top criminogenic need for DRC participants. 77% of the participants served in the second year of our contract had at least one positive test. Despite this, the DRC has made significant gains in increasing compliance with abstinence and testing requirements. The percentage of drug tests missed and the percentage of positive tests have both decreased significantly.

For the participants testing positive, marijuana, methamphetamines and opiates (specifically heroin) continue to be the drugs of choice. Drug test results show a majority (59%) of drug using participants are abusing more than one drug. The predominant multi-drug combination was for marijuana and methamphetamine usage.



Ms. Nelson's Story

Growing up, Ms. Nelson was set up for failure. She was raised in a family with history of addiction and moved out of the house at the age of twelve. Soon after moving out, Ms. Nelson had a knee surgery introducing her to pain pills. Her life quickly spun out of control. Now living a life of substance abuse, she lost custody of her children, found herself unemployed and living in her car. Ms. Nelson's actions found her in a life of crime and addiction, leading to the option of jail or attending the Shasta County DRC program.

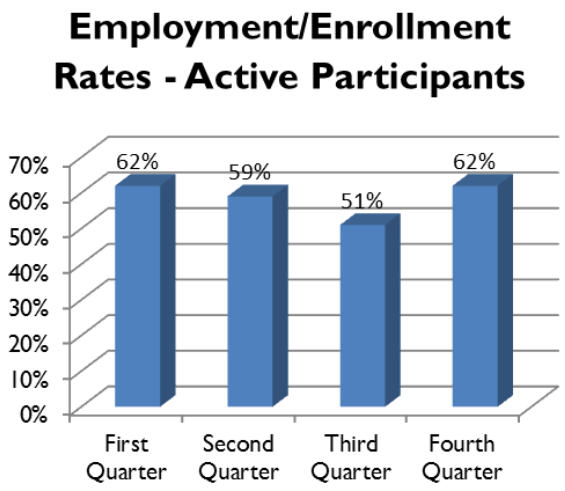
When she first came to the DRC Ms. Nelson didn't trust the program and was unsure about whether it would work for her. After doing things her own way, she realized the DRC could help her get back on her feet. Ms. Nelson is now fully committed to the program, mentors her peers and helps co-facilitate the Outpatient Substance Abuse Treatment group. Not only is she successful in Phase 3 of the program, but she is also thriving with her outside responsibilities within the community and family. Ms. Nelson now has a full-time job, stable housing, has earned back the custody of her two children, and has the life of which she always dreamed.

Employment

The rate of employment or enrollment in school averaged 58% for the entire year for active participants in Phases I-III, and 62% in the last quarter. We have recently established a

"I know that the only way to succeed is to be sober" – October 2014 survey

relationship with the Step-Up Program at Shasta College and are getting more participants re-enrolled in school.



Employment Success
Today Mr. Sullivan is back working the job he has a passion for at the auto body shop. His journey back to his career of choice took time. When he got involved in the criminal justice system, he lost his auto detailing job. Entering the DRC is where things began to turn around. As he sees it, the DRC helped him re-enter society and the workforce by providing him with the proper "tools" and "knowledge" needed to become a productive law abiding citizen. In addition to the work on his mindset, the DRC's Employment Readiness was an integral part of preparing him for the current job market. He also used the DRC computer lab to build a resume. Mr. Sullivan was then hired a local gas station, where he quickly advanced into management. His commitment to the DRC program and hard work paid off. His old employer saw an article about him graduating from the DRC and called to offer him his full time job back working in the auto body industry. Mr. Sullivan continues to be part of the DRC by checking in often, speaking at local events, and being part of the mentoring program.

Program Discharges

Participant Discharge Status		
	Year 1	Year 2
Requirements Completed	0%	19%
Administrative Removal	14%	24%
Negative Discharge	86%	57%

"Nothing has been hard… I want this and I'm using all that is taught in my life" – July 2014 survey

The DRC was proud to host two graduation ceremonies in the second year. In order to be eligible to graduate, participants are required to have full-time employment or enrollment in school, stable housing, at least 90 days of sobriety, completion of DRC groups, and positive changes in criminogenic risk factors. The first graduation took place on June 19, 2014 and celebrated the success of six graduates. The second graduation took place on December 9th, 2014 and honored an additional nine graduates. Both events were well attended by corrections officials, program alumni and the participants' families.

We continue to focus on improving participant engagement in the program. For participants at risk of program failure, we recently implemented a new specialized staffing process. We meet weekly with the participant, his/her case manager, the DRC program manager and the participant's Probation Officer. The DRC started using mentors in program orientation and are planning to expand this program to increase contacts with participants in order to better engage them and increase their success in the program.

Section Two: Analysis of Progress Towards Previously Established Goals and Outcomes

The DRC remains focused on increasing the number of successful program participants, motivating participants to show up for required program services, addressing substance use issues, and engaging participants with employment. Below is an overview of how the DRC is progressing towards goals we developed in June of last year.

Graduation (baseline is six graduates June 19, 2014)

- By December 2014, increase the total number of program participants successfully completing the program and graduating, by five offenders, for a total of 11 graduates.
- By June 2015, increase the total number of program participants successfully completing the program and graduating by seven offenders, for a total of 13 graduates

Metric	June 2015 Target	12.31.14 Status	3.31.15 Status
Successful Discharges	13	9 (-2)	10 on track for June

The DRC held two graduations in our second year with 15 participants graduated from the program. In addition, we had 12 participants successfully complete probation while in the program. Our next graduation ceremony is planned for June 2015; to date, 10 participants have entered the final stages to participate in the event.

Program Retention

- By December 2014, increase the percent of discharged participants who successfully complete each phase, to 30% for phase I, 50% for phase II, and 70% for phase III.
- By June 2015, increase the percent of discharged participants who successfully complete each phase, to 40% for phase I, 60% for phase II, and 80% for phase III.

Metric	June 2015 Target	12.31.14 Status	3.31.15 Status
Phase I Retention	40%	31.8% (+1.8%)	24.3%
Phase II Retention	60%	58.8% (+8.8%)	53.8%
Phase III Retention	80%	100.0% (+30.0%)	71.4%

Sobriety

- By December 2014, the DRC will have 40% clean drug tests, 30% missed drug tests, and 30% substance detected.
- By June 2015, the DRC will have 58% clean drug tests, 14% missed drug tests, and 28% substances detected.

Metric	June 2015 Target	12.31.14 Status	3.31.15 Status
Clean Drug Tests	58%	61.5% (+21.5%)	54.5%
Missed Drug Tests	14%	17.9% (+12.1%)	19.7%
Substance Detected	28%	20.5% (+9.5%)	25.8%

Employment (baseline is 38 offenders, 55% in April 2014)

- By December 2014, increase the total number of program participants engaged in employment or enrolled in a school program, to 74%.
- By June 2015, increase the total number of program participants engaged in employment or enrolled in a school program, to 78%.

Metric	June 2015 Target	Dec 2014 Average	Mar 2015 Average
E/E Target	78%	47.8%	67.0%

The employment and enrollment rate continues to lag behind the goals set, but the rate has recovered from the dip the DRC experienced in December. We are pleased to see the year over year improvement, but continue to strive to bring the employment rate up to the target rate of 78% by June.

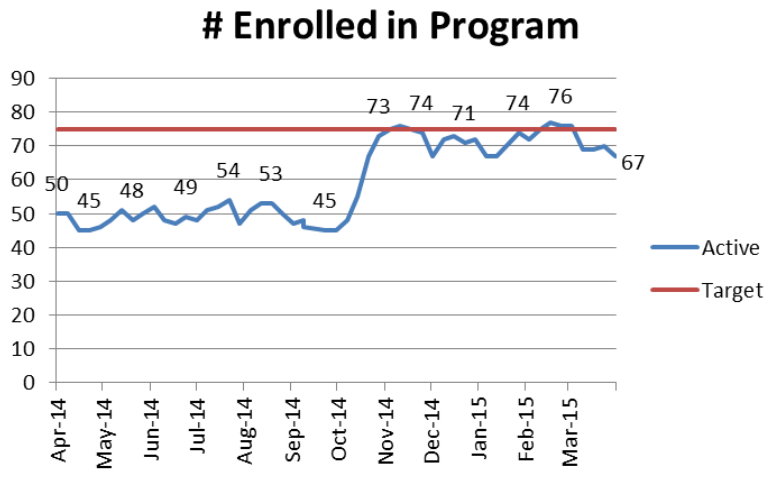
Participation (baseline is 73% for check-in and 69% for group attendance April 2014)

- By December 2014, increase the total check-in rate to 76% and increase the group attendance rate to 70%.
- By June 2015, increase the total check-in rate to 80% and increase the group attendance rate to 72%.

Metric	June 2015 Target	Dec 2014 Average	Mar 2015 Average
Check-in Rate	80%	76.6%	73.1%
Group Attendance Rate	72%	63.3%	67.1%

Probation Referrals (baseline is 50 offenders, April 2014)

- By June 2015, increase the number of offenders participating in the DRC, by 25 offenders, for a total of 75offenders.



March 2015 Update: The DRC population continues to hover very close to the 75 target. Since November, the DRC has averaged at or above 70 participants.

Section Three: Specialized Training and Curriculum Development

Staff Training

The DRC has made a significant investment in staff training in the second year to improve staff skills and expertise. During the course of the year, the staff training was delivered through a variety of methods:

- **Briefcase Series Training:** The Shasta County DRC participated in the Briefcase Series Training, an 18-month training designed to assist staff in advancing their skills in evidence-based practices. Staff received an hourly training monthly from the Briefcase. Over the course of the month they utilized the skills they learned and got reinforcement from the Program Manager. The Briefcase Series was developed by The Carey Group.
- **Quarterly Training:** Each quarter the DRC closes for one day from 8am-5pm for staff to receive additional training. This training is facilitated by Amanda Owens, the District Manager. The material is different each quarter and is based off the needs of the DRC.
- **Corporate Training Events:** Staff participated in trainings organized and facilitated by the GEO Training Institute including both in-person and online events.
- **External Trainings:** Staff participated in a number of external training opportunities including Fred Pryor seminars and criminal justice training events.
- **On-The-Job Coaching:** Experienced staff from other BI offices statewide shadowed Shasta County DRC employees and gave tips on improving service delivery.
- **Weekly Skill Refreshment Series:** During weekly staff meetings, the program manager conducts 15 minute EBP skill refreshment exercises. These may be around Motivational Interviewing, Behavior Change Plans, Group Facilitation Skills, etc. This is a great way for staff to continue enhancing their skills and learning tips from their peers.

Over the course of the year the staff have collectively logged over 624 hours of training on a variety of topics, including:

- Evidence Based Practices
- Modeling and Affirming Prosocial Attitudes and Behaviors
- Responding to Antisocial Attitudes
- Understanding the 14 Traits of Professional Alliance
- Assessing Professional Alliance Skills
- Interpreting and Sharing Assessment Results
- Identifying the Driver
- Role Play
- Stages of Change
- Rewards and Sanctions
- CPR/First Aid
- Cognitive Restructuring
- Cognitive Behavioral Therapy Lab
- Motivational Interviewing
- MRT Review
- Behavior Change Plans
- Engagement with Offenders
- Group Facilitation
- Games Criminal Play
- Contingency Management

Probation Training

As a value added service to the county, Amanda Owens from BI provided training to the Shasta County Probation Department on Evidence Based Practices (EBP) in December 2014. The training took place over the course of two days and covered the foundation of EBP. Amanda dove into the details of the 8 principles of what works in reducing recidivism and how the Probation Department can utilize these principles to continue to improve public safety. Between BI and the DRC over 40 staff participated in this training.

Program Changes and Enhancements

The DRC has made a few adjustments to curriculum in the second year. We are most proud, however, of the efforts of staff to create more opportunities for prosocial opportunities for participants including casual social events at the DRC and volunteer activities.

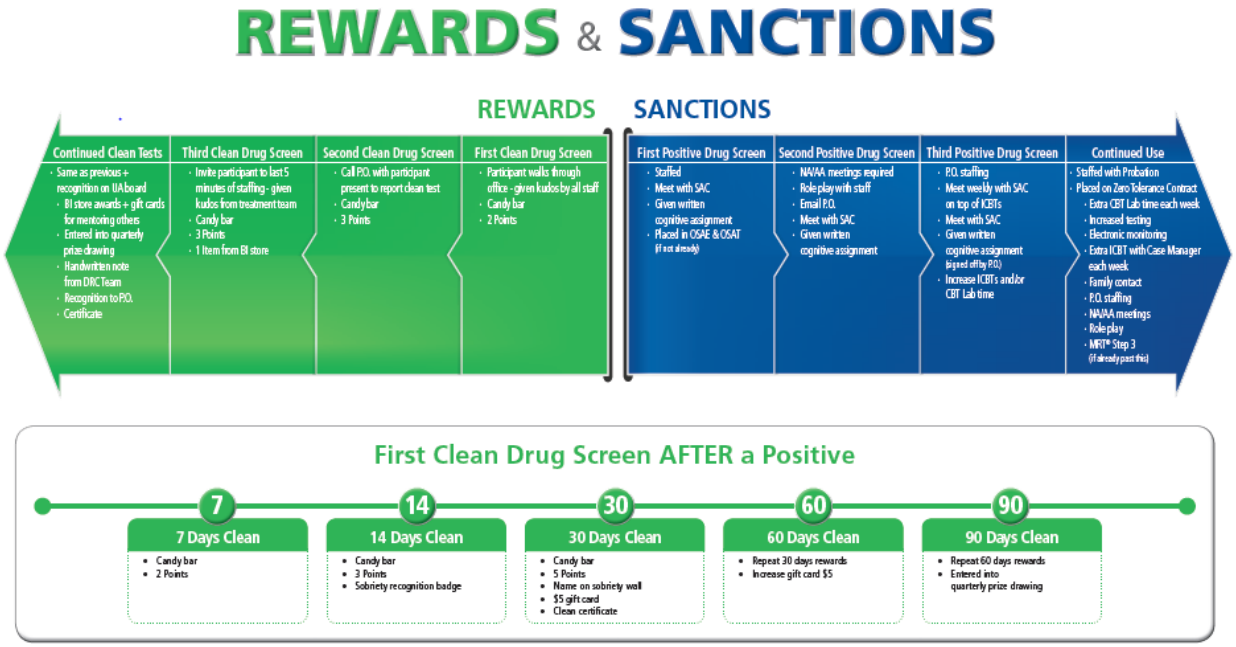
"The level of respect I get just coming here [the DRC]. I don't get treated like a criminal" - January 2015 survey

GEOtrack: Case Management System Upgrade
In March of 2015, the DRC made the transition to our upgraded case management system, GEOtrack. The new case management system is more centered on evidence-based practices. It provides enhanced functionality around tracking and monitoring treatment dosage delivery. In addition, it holds staff accountable for working on each participant's criminogenic driver by asking them to identify it during the behavior change planning process and weekly during case notes.

New Groups & Curriculum

- ***Women's Group:*** BI implemented a women's issues group using the *Trauma in Life* journal. This journal helps women understand traumatic experiences, assess the impact trauma may have had on their lives, develop resiliency to cope with trauma, resolve difficulties through treatment, and initiate positive change and break the cycle of further trauma. We have received very positive feedback from women participants who report decreased depression and improved self-esteem, as well as feeling this group has helped them overcome future obstacles. With the *Trauma in Life* journal, female participants discuss very personal issues. Many women said they would not have been able to open up about these issues in front of men. The Women's Group meets for 1 hour each week to help participants build and implement stronger coping skills.
- ***Cognitive Behavioral Lab (CBT Lab):*** Research shows the more time spent with participants on their criminogenic needs the less likely they are to recidivate. In order to continue targeting their needs the DRC implemented CBT Lab. Depending on their risk level, where they are at in the program and their progress, participants spend hours each week in the CBT Lab engaging one-on-one with a staff member or small group to focus on their risk factors. This is often done through role play. Social Learning Theory shows the more participants see and practice skills the more likely they are to use those skills in the community. Role play is utilized as often as possible!

  "Staff never looks down on me and praises me" - January 2015 survey
- ***Sobriety Contingency Plan.*** The sobriety contingency plan was created last year and implemented in December. The plan clearly articulates the rewards for clean drug tests as well as the escalation of sanctions for testing positive or missing drug tests. The Sobriety Contingency Plan has been a key component of creating a culture where participants are held accountable for drug usage, but success in achieving sobriety is celebrated.



Mentoring Program

The DRC has established a mentoring program for participants. The Program was started and designed to give new participants, or those who are struggling, the opportunity to spend quality time with those who have completed the program and are succeeding in life. We have an established pool of mentors that includes both DRC alumni and aftercare participants. Mentors attend program orientation to speak to new participants about their experience in the program and to encourage participants to "invest their time" in the DRC to gain the same tools that their mentors currently use to lead pro-social lifestyles. The DRC also hosts prosocial events with mentors present to give time for participants to form relationships with participants who have figured out how to turn around their lives. In addition, the program manager arranges for one on one mentoring when requested by a program participant.

Volunteerism

The DRC puts an emphasis on giving back to the community. Participants are required to complete 10 hours of community service in order to complete Step 6 of MRT and an additional 10 hours for Step 9. In addition to the hours participants completed on their own, the participants volunteered as a group for the following projects:

> **"MRT has been a big help in finding myself learning tools and ways to be a productive person in society" – July 2014 survey**

- **Sexual Assault Seminar for Law Enforcement:** DRC participants transported food from the Juvenile Hall and catered to all the law enforcement attending the seminar.
- **Women's Refuge Center Fundraiser:** DRC participants volunteered at the Women's Refuge Crab Feed event. The Crab Feed raised funds for domestic violence victims. Participants served food to all the event attendees.

- **KIXE Auction:** Six DRC participants volunteered to setup the KIXE auction to fund the station's free educational programming. Participants helped in creating a beautifully decorated environment where community members gathered in order to invest in the continuation of a positive service in the community.
- **Igo-Ono Park Cleanup:** DRC participants collaborated with the Sheriff's Office to help clean up the park in Igo-Ono.

Prosocial Events at the DRC

- **Sobriety Night:** Sobriety Night is hosted at the DRC once per month and facilitated by the Substance Abuse Prevention Coordinator. All participants who are enrolled in the program are invited to take part in Sobriety Night. During this sober event, participants have fun playing games while building up positive support systems. The event also demonstrates it is possible to have a good time without the use of substances.
- **Family Night:** Family Night is held monthly at the DRC and is another way for participants to engage in prosocial activities. Participants are encouraged to bring their family and supports to this event in order to enjoy activities and take part in a celebration feast catered by local restaurants. Most family night attendees are also in the parenting class – the evening gives parents the opportunity to interact with their kids on an activity utilizing the skills they are learning in class while staff give feedback. It also promotes participants having fun with their kids!

"The people that work here, good influences, and make me feel like I could succeed in life" – October 2014 survey

- **Celebrate Success BBQ:** The DRC hosted its first monthly BBQ on April 2nd. The event is designed to bring together DRC participants, staff and Community Corrections partners to welcome new DRC participants and celebrate the success of current participants. The first event was successful in helping build rapport between participants, staff and the Community Corrections partners. The event created the perfect milieu in order to break barriers and challenge thinking errors among participants and law enforcement. Participants were observed conversing with law enforcement and city officials without anxiety or discord.

Section Four: Meeting Activities, Identified Issues and Reponses, Developing Issues and Opportunities

Meeting Activities

Probation Collaboration

The DRC continues to work on a stronger collaboration with Probation. We have instituted a new policy around staffings with Probation for struggling participants. Every Monday during staff, the DRC identifies any clients needing additional support. We then arrange for a weekly meeting with the identified participant, his/her case manager, the DRC program manager and his/her Probation Officer. During the meeting, a behavioral contract is established outlining expectations and extra assistance is offered to help the participant come back into compliance. On average, we conduct three to five of these specialized staffings on a weekly basis.

Community Connections

The DRC holds bimonthly hour-long community connections groups where community providers come in and speak to participants about the services they provide. In 2015, some of the providers we had come in and present at the DRC included:

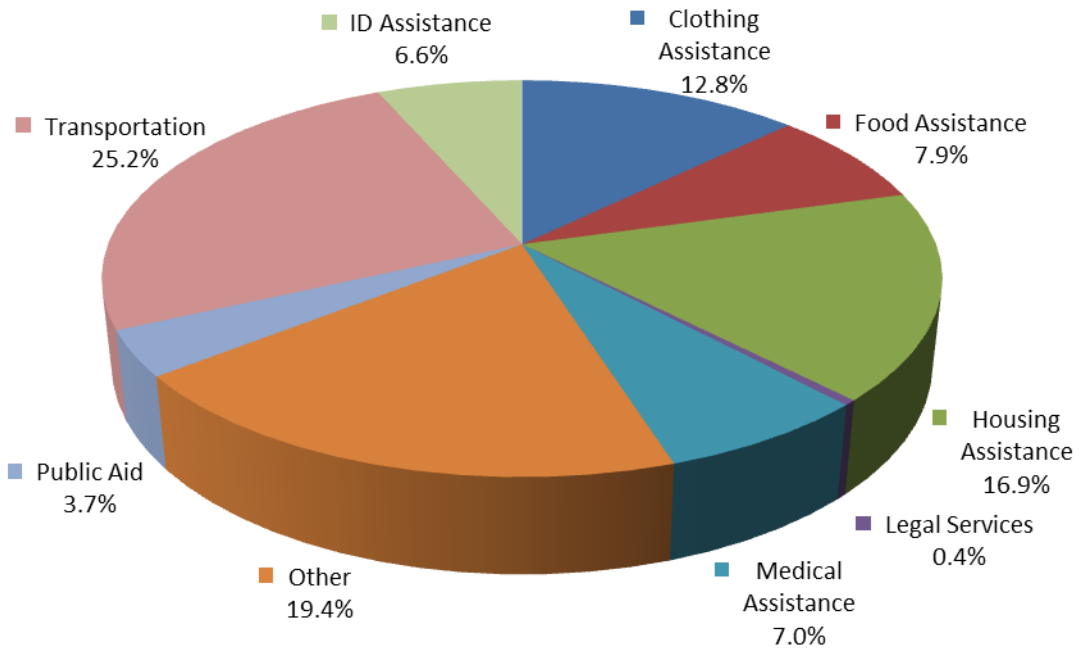
- Celebrate Recovery
- Independent Living Services
- SMART
- About Time Recovery
- End Times Recovery
- Hope Van
- All Star Staffing
- Restoration Enterprises
- Redeemed Recovery
- Good News Rescue Mission
- Living Hope Ministries
- Northern Valley Catholic Social Services
- Planned Parenthood
- The Rock Recovery
- Department of Rehabilitation
- Hope City

Newsletters
Communication with the community is a priority for the DRC. Each quarter the DRC publishes newsletter to share what is happening at the DRC with participants, Probation, criminal justice stakeholders, and the community. The newsletters allow us to spotlight participants and share program events, statistics, and any changes.

Community Referrals

DRC staff facilitate connecting participants to community providers. In the second year of our contract staff made 275 referrals to organizations. Referrals were made for the following types of services:

"[The DRC] let me realize that there is people who care for me" – January 2015 survey



These linkages to community partners are important for our participants. As an example, in this fiscal year alone, 18 participants have received housing through the PATH program.

Identified Issues

Issue: Substance Abuse

Substance abuse is one of the top criminogenic needs of DRC participants. The DRC has been very focused on increasing the capacity of our program to respond to this issue. We have added new program techniques and approaches as well as provided professional skill development for staff.

- **Developed Sobriety Contingency Plan:** The sobriety contingency plan provides a clear system of rewards and sanctions for drug tests.
- **Substance Abuse Counselor Mentor:** Our substance abuse counselor was connected to a professional mentor to provide clinical oversight and work on improving therapeutic skills.
- **Substance Abuse On-The-Job Training:** The substance abuse counselor shadowed another BI DRC counselor on the job to build skills and add new techniques to her toolbox.
- **Substance Abuse Curriculum Cross Training:** Other staff at the DRC were trained in the substance abuse curriculum to increase the capacity of all staff to respond more effectively to substance using behaviors in participants.

Issue: Increasing the Count

The DRC worked continuously with Probation to increase the program count:

- **Probation Department Meeting:** The DRC Program Manager and District Manager spoke to the entire Probation Department about the DRC program, why we contract with the county, and the ways the DRC can make their job easier.
- **Probation Appreciation Luncheon:** The DRC hosted a luncheon for Probation, taking the time to give them a tour and explanation of the program.
- **Referral Review Process:** We are continually reviewing the referral process to ensure we receive them in a timely manner and developed constant communication with Probation to get more referrals.
- **Regular Management Meeting:** The DRC Program Manager and the Assistance Division Chief meet for a formal meeting every two weeks to maintain continuity, integrity of the program, fulfillment of expectations, open communication, and to ensure a smooth flow of the referral process.

Probation Appreciation Luncheon
In October 2014 The DRC hosted an appreciation luncheon at the DRC for the Probation Department. This event was a way for the DRC staff to show Probation how we appreciation our relationship and value their hard work. There was a huge turnout and Probation Staff were able to tour the DRC and continue to build that relationship with BI staff.

Opportunities

Our goal for the third year of the program is to increase support and services for participants. Identified opportunities to improve services to participants include:

- **Shasta College Internship Program:** The DRC Program Manager is working to formalize an internship program through the local community college. We have found internship programs to be highly beneficial for both parties: the student gets criminal justice work experience and we develop a pool of future employees to draw from.
- **Step-up Program for Participants:** The DRC will work to formalize a relationship with the Shasta College Step-up Program in order to get interested participants enrolled in the training programs for heavy equipment operation, automotive technology and office administration.
- **Mentor Program Expansion:** The DRC is working to increase the role of mentoring at the DRC. The DRC is scheduling regular mentor meet-up events at the DRC to build stronger relationships between mentors and participants.
- **In-custody Reach-in Services:** Statewide, BI has experienced greater success in engaging participants when services start in-custody. DRC staff toured the jail and believe there is an opportunity to start while incarcerated and serve after out.
- **Curriculum Enhancements:** The DRC will be adding new curriculum in 2015 to increase our treatment services in some areas and to change out curriculum in others:
    - ***Thinking for a Change (T4C):*** The DRC is adopting a secondary cognitive behavioral treatment curriculum to supplement MRT for participants needing a higher dosage and to use as an alternative to MRT when it aligns better with the participant's learning style. T4C is an integrated cognitive behavior change program that combines cognitive restructuring, social skills, and problem solving skills to create an innovative curriculum designed to help offenders change behavior by changing their thinking. T4C stresses

interpersonal communication skills development and confronts thought patterns that can lead to problematic behaviors. The program has three components: cognitive self-change, social skills, and problem-solving skills. Lessons on cognitive self-change provide participants with a thorough process for self-reflection concentrated on uncovering anti-social thoughts, feelings, attitudes, and beliefs. Social skills lessons prepare participants to engage in pro-social interactions based on self-understanding and awareness of the impact that their actions may have on others. Finally, problem-solving skills integrate the two other components and provide participants with a step-by-step process to address challenges and stressful situations they may encounter. T4C is supported by numerous studies and currently used by our company within many of our prison operations nationwide. T4C is considered to be "evidence-based" because it is supported by rigorous evaluations that demonstrate a reduction in recidivism of 30% and greater for offenders who complete the program.

- ***Life Skills:*** Life skills will be delivered as part of T4C Social Skills which employs a four-part training approach —modeling, role-playing, performance feedback, and generalization— to teach essential pro-social skills. Social Skills is an open-cycle group. Participants can enter Social Skills Group any time after completing the T4C Intro Group. One skill is introduced in each Social Skills Group. Participants are then encouraged to practice their new skills during all their interactions at the DRC. There are 50 Social Skills available including topics such as: listening, asking a question, asking for help, apologizing, keeping out of fights, and responding to persuasion. We are able to customize the social skills we teach based upon the population.
- ***Career Ready 101:*** This program will replace the current Career Skills program. ACT Career Ready 101 is a comprehensive program that ties in courses from ACT Soft Skills Suite and ACT Key Train. This curriculum uses an approach that explores careers and their skill requirements while building life0literarcy through lessons. Career Ready 101 also focuses on financial responsibilities, job search, and much more.
- ***Anger Management.*** The program will use the Phoenix/New Freedom Resources: Anger, Aggression, and Violence Program Model to deliver Anger Management programming. This evidence-based curriculum was developed from cognitive-behavioral change, social learning, risk/protective factors management, asset/strength building, and relapse prevention models. The curriculum uses the proven strategies of skill building and role-playing for aggression replacement. It has also been designed to actively support Motivational Interviewing (MI) strategies to guide offenders through the stages of change.

- **Expand Pro-social Events.** Pro-social events allow the DRC to better engage participants, motivate them to be in compliance with the program and demonstrate ways to have sober fun. We look forward to enhancing our pro social events portion of our program with a "batting cage evening" and a hike along the Sacramento River in the foothills of Redding.

In Conclusion

BI has appreciated the opportunity to provide DRC services to Shasta County. The DRC looks forward to working closely and collaboratively with Shasta County Probation towards the joint mission of offender reintegration and community safety.