

Evidence-Based Practices: Assessing Healing to Wellness Courts

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Introduction



- ▶ This workshop will provide an overview of the key considerations for what an evaluation should include, what data should be collected in order to conduct an evaluation, what stakeholders should be involved, and how evaluations can best be utilized to facilitate the growth of the Wellness Courts. Additionally, this workshop will overview the key considerations for evaluations of Wellness Courts that operate with federal funding. Finally, this workshop will briefly overview available resources to obtain an evaluation.

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Learning Objectives

At the end of this workshop, you will know:

- The process to conduct an evaluation

and how to:

- Develop a simple logic model
- Use data to improve your program outcomes

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Tribal Healing to Wellness Court: Program Evaluation

- What's working? Why?
 - Effective programs are the result of continuous feedback and adjustment
- Fits your program and your needs
 - Information you need to make current decisions and understand what is really going on
 - Provides next steps
 - Reflects grant required information
- Doesn't have to be external or research-oriented
 - You can take simple steps to evaluate your own program

What is Program Evaluation?

Provides information that helps you figure out how successful your program has been in achieving your objectives.

Why is Program Evaluation important?

Helps you determine what is working, what isn't, and why.

Why is Program Evaluation Important?

Evaluation helps us know:

- ▶ What works and what doesn't work
- ▶ If we are making a difference
- ▶ What might help improve the program (gaps)
- ▶ What additional resources are needed
- ▶ Information for tribal leadership and key stakeholders
- ▶ Information for future funding
- ▶ What works in a tribal community (i.e. best practices, lessons learned)

Two Common Types of Evaluation

Formative

- ▶ Focuses on collecting information to improve a program
- ▶ Helps to “form” the program

Summative

- Focuses on collecting information to prove how successful the program was
- Helps to “summarize” the effectiveness of a program

Two Other Types of Evaluation

➤ Process:

- Is the program operating as intended?
- Strategies used to implement program
- Evidence of participant satisfaction
- Program effort, staff time, etc.
- Volume of work accomplished

➤ Outcome

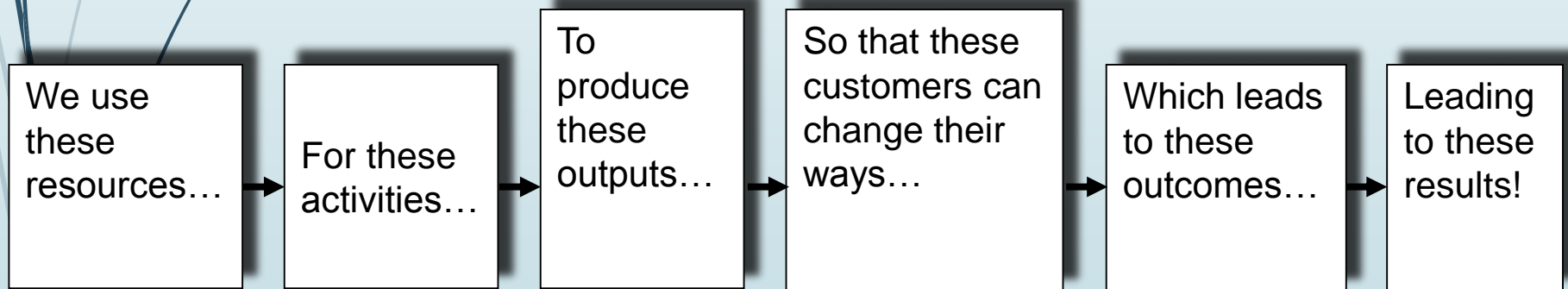
- Effects of the implementation
- Health outcomes
- Impact on current practice
- Knowledge gained
- Skills acquired

Evaluation Process

- Need Assessment or Analysis
 - Is conducted prior to evaluation
 - Provides a foundation of what you want to address (gaps) and where to begin the evaluation process
- Develop Logic Model (Optional)
 - Helps you identify what you want to find out.
 - Illustrates the relationships between program elements and the outcomes you are trying to achieve
- Select method and ensure stakeholder support
- Develop tools – Questions & measures
- Gather and analyze data
- Make conclusions
- Adjust as necessary

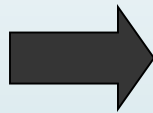
What is a Logic Model?

A logic model illustrates the relationships between program elements and the outcomes you are trying to achieve.



Very Simple Logic Model

RESOURCES/INPUTS
What do you need to implement your program?



YOUR PROGRAM
What is one of the primary factors that causes variation in your results?



RESULTS / IMPACT
What is the most significant challenge you are trying to address?



Activity

- ▶ Consider your own programs.
- ▶ What goal are you trying to achieve?
- ▶ Who or what are you trying to change?
- ▶ What activities or strategies will lead to these changes?
- ▶ What resources are needed to implement these activities or strategies?



Resources

Activities

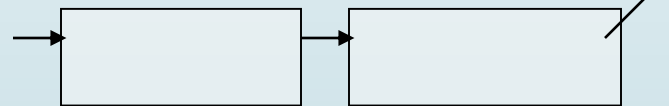
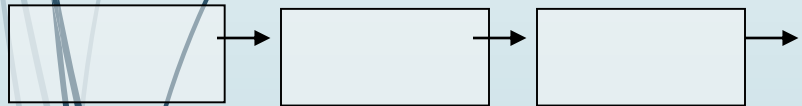
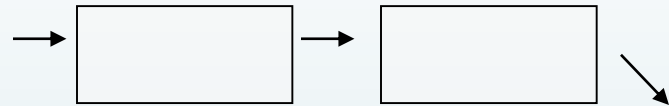
**Outputs
(deliverables)**

Target Audience


**Short-term
Outcomes**

**Intermediate
Outcomes**

**Long-Term
Outcomes**



EXTERNAL INFLUENCES



The following 3 slides are
examples of where you might
begin to think about your
evaluation



10 Key Components in the Tribal Healing to Wellness Courts

- ▶ Component 1- Did your effort bring together community-healing resources with the tribal justice process, using a team approach to achieve physical and spiritual healing?
- ▶ Component 2 – Did your effort allow participants to enter the program through various referral points and legal procedures, while protecting their due process rights?
- ▶ Component 3 – Were eligible offenders identified early through legal and clinical screening and promptly placed in the program?

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10 Key Components in the Tribal Healing to Wellness Courts

- ▶ Component 4 – Did your effort provide participant access to holistic, structured and phased, treatment and rehabilitation services using culture and tradition?
- ▶ Component 5 – Did your effort monitor participants through intensive supervision that included random and frequent testing for substances?
- ▶ Component 6 – Did your effort utilize consequences and rewards to encourage participant compliance with the program?
- ▶ Component 7 – Did your effort include ongoing judicial interaction with participants?

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10 Key Components in the Tribal Healing to Wellness Courts

- ▶ Component 8 – EVALUATION: Did your efforts achieve program goals and was it effective?
- ▶ Component 9 – Did your efforts promote team effectiveness through planning, implementation, and operation?
- ▶ Component 10 – Did your efforts promote the development of ongoing communication, coordination, and cooperation among team members, the community, and other relevant organizations?



Evaluation Framework



- Project Goals & Objectives
- Project Capacity
- Stakeholder Analysis
- Project Development
- Project Implementation
- Project Management
- Professional Development



Project Capacity



- ▶ Number of persons hired (grant proposal, vacancies, staff turnover, etc.)
- ▶ Number of collaborators
- ▶ Number of MOU's/MOA's, other agreements
- ▶ Project consultants
- ▶ Capability
- ▶ Skills and Knowledge



Stakeholder Analysis



- Increase agency participation
- Increase community outreach and resources
- Increase communication
- Develop consistent working relationships with other agencies
- Share resources
- Reduce duplication of services
- Increase community buy-in
- Gain leadership support



Project Development



- Developing an Intervention Plan
- Developing Community Outreach Program
- Developing a Community Needs Assessment
- Developing a Mentoring Plan
- Developing a Re-entry Plan
- Developing an Enforcement Plan
- Developing an Investigation Plan
- Developing a Community Education Plan
- Developing Cultural Competency/Humility Practices



Project Development



- Developing Information Sharing Strategies
- Developing Policy Issues
- Developing Promising Practices
- Developing a Service Coordination/Delivery Strategy
- Developing Staff Recruitment and Retention Strategies
- Developing Case Management Skills



Project Implementation



- Drug Prevention
- Community Needs Assessment Training
- Diversion
- Drug Court
- After-care and recovery
- Offender Re-entry Support
- Outpatient Drug Treatment
- Counseling Services
- Social Services
- Court Improvement
- In-patient Drug Treatment
- Law and Order Code Improvements



Project Management



- Working with Tribal/Executive Leadership
- Developing Budget/Financial Management Skills
- Establishing Collaboration/Partnerships
- Enhancing Communication Skills
- Developing a Coordinated Community Response
- Developing Cultural Considerations in Service Delivery
- Developing Program/Project Policies and Procedures
- Developing Ethics/Ethical Standards
- Funding/Grant Writing Skills
- Developing Program Protocols
- Addressing or Responding to Legal/Political Issues
- Developing Personnel Management Skills



Project Management



- Developing Performance Measurement
- Conducting Program Evaluation
- Program Expansion/Replication
- Creating Staff Development Plans
- Developing a Strategic Plan
- Developing Sustainability Plans
- Team Building
- Technology/Management Information Systems
- Grants Management Systems (GMS)
- Developing Performance Based Goals and Measurements
- Collecting Evidence Based Outcomes



Professional Development



- Leadership Training
- Compassion Fatigue/Vicarious Trauma/Burnout
- Confidentiality/Privacy Practices
- Cultural Competency & Consideration Practices
- Motivational Interviewing
- Team building
- Workplace Issues
- Effective communication
- Continuing education
- Conflict Resolution
- Group Facilitation
- Coaching & Mentoring

Select Your Method: Who, What, When, Where and How?

- ▶ Who will be impacted by your evaluation?
- ▶ What is their interest in the outcome?
- ▶ How will you engage them in the evaluation process?
- ▶ What data will you collect?
- ▶ How will it be collected?
- ▶ Where and how will it be stored?
- ▶ How will it be analyzed?
- ▶ How will you use and communicate the results?

Develop Tools & Measures

The ABC Tribe has developed a wellness court and implemented services to address offender issues related to alcohol and substance abuse. The wellness court team has 10 members from law enforcement, courts, behavioral health, social services, education, probation, and a spiritual leader.

Activity

- ▶ What information do you need to determine if your program is a success?
- ▶ What tools could you use to gather this information?

Gathering & Analyzing Data

- From whom will you collect data?
- When will it be collected? Where?
- Who will do the collecting?
- How will it be collected?
- Where and how will it be stored?
- How will it be analyzed?

Simple Evaluation Tools

- Meeting evaluations
- Surveys or checklists
- Document review
- Interviews
- Focus group
- Others?

What To Do With Data?

- Need to develop data collection storage
- Read and analyze data
- Keep up with data collection requirements
- Review data on an ongoing basis
- Report back to community and stakeholders periodically

Make Conclusions: How will results be used?

- To inform and gain support
- To influence decisions
- To document
- To demonstrate accountability
- To understand capacity
- To understand possible sustainability measures
- Other?

How Will You Communicate Results?

Written report	Executive summary	Series of short reports
Oral sharing/reports	Case study report	Brochure
Electronic sharing	Presentation	Other?

Consider

- What are you trying to accomplish?
- What are the key activities that affects your ability to accomplish this?
- What tools could you use to evaluate this activity?
- How could current information help you make decisions or adjustments?
- Who is experienced to conduct an evaluation?
- What do we look for in a professional evaluator?



Professional Evaluators



► Suggestions

- Should have evaluation experience
- Should be able to demonstrate evaluation experience through references
- Should be able to communicate and simplify the evaluation process so that everyone can understand
- Should have technical writing skills
- Should be culturally competent
- Should be able to understand funding requirements, tribal community, and project needs

Conclusions and Discussion

- There is no one right way to evaluate
- Trust your own common sense
- Do what is possible
- Ask people for help
- Communicate your results back to your community
- Don't make the process so complicated

Useful Resources

W.K. Kellogg Foundation Evaluation Handbook

www.ojp.usdoj.gov/BJA/links/WK-Kellogg-Foundation.pdf

OVC's Technical Assistance – Guide to Performance Measurement and Program Evaluation

www.ovcttac.gov/taResources/OVCTAGuides/PerformanceMeasurement/aboutseries.html

American Evaluation Association

www.eval.org

Any Questions/Comments?



Thank you!



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