

TRANSFORMATION PROJECT NCCW READINESS ASSESSMENT

TRANSFORMATION PROJECT

Transformation Project (TP) is a prisoner transition and reentry program aimed at promoting positive inmate behavior during incarceration and preparing participants for transition back into the community upon release from prison. The program was originally developed for men and is now being adapted and implemented at Nebraska Correctional Center for Women (NCCW).

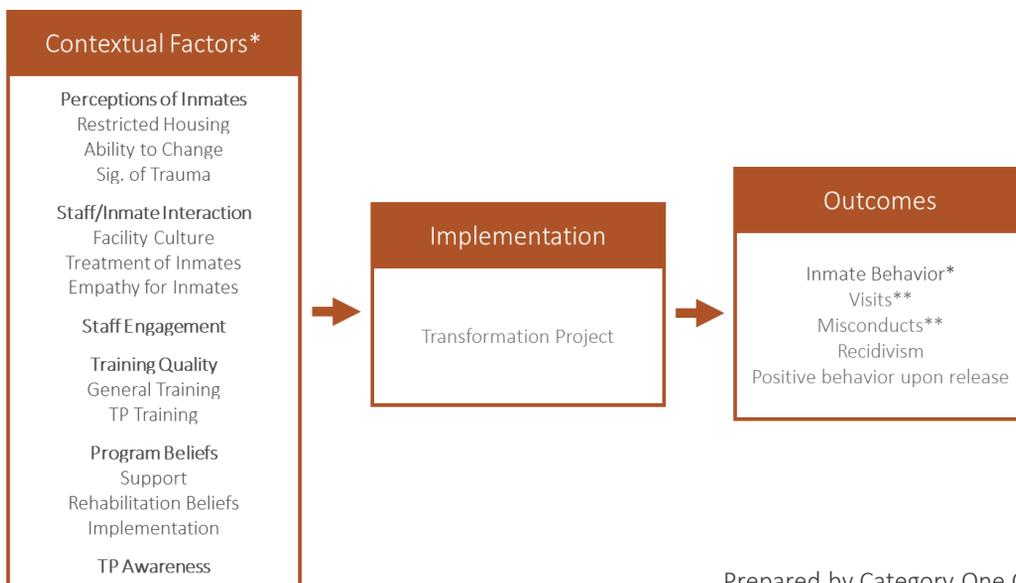
READINESS ASSESSMENT OVERVIEW

A readiness assessment for staff was developed, deployed, and analyzed to understand the current environment at NCCW so that the Transformation Project can be implemented in a manner that increases the likelihood of it reaching its goals. It will also be used as a baseline measure to allow for growth and impact to be assessed.

The readiness assessment measured a total of 75 items. These items stretched across seven categories. Six of these item categories addressed important contextual factors that likely have an effect on the implementation of TP and its intended outcomes. Specifically:

- Perceptions of inmates
- Staff/inmate interaction
- Staff engagement
- Program beliefs
- Training quality
- TP awareness

One item category measured the outcome variable of inmate behavior (staff reported) to serve as a baseline for program growth. See figure below for the measurement model depicting relationships between contextual factors and program outcomes.



* Indicates constructs were measured in the Readiness Assessment

**Indicates constructs were measured in a previous evaluation

READINESS ASSESSMENT RESULTS

The readiness assessment was deployed to 142 staff members at NCCW. Of these, 104 responded to the assessment for a response rate of 73%. This is an adequate response rate to generalize the findings to all of the staff at NCCW. Respondents were primarily women (59%), Caucasian (91%), and were relatively young with a median age of 35. Results are summarized below and in the figure.

Staff Engagement: The majority of NCCW staff are engaged, however, job satisfaction is somewhat low and most wouldn't recommend NCCW as a good place to work.

Perceptions of Inmates: Staff have fairly positive perceptions of inmates; they believe they have the ability to change but are unsure if they are truly motivated. The majority of staff do not believe trauma is a large contributor to criminal behavior.

Program Beliefs: Staff cite significant implementation issues related to communication and staffing in past programs. They also cite staff's negative attitudes as a barrier to program success.

Staff/Inmate Interaction: Few staff encourage inmates to come to them with problems or help them set goals. Most do not believe there is a shared culture at NCCW, including both staff and inmates.

Training Quality: The majority of staff believe they need more training to do their jobs well, especially in skills aligned with TP.

TP Awareness: Most staff members are unaware of TP. If they were included, they believe they could help make decisions to improve implementation. They also report little communication regarding new programs and their goals.

Inmate Behavior: Staff have fairly negative perceptions of inmates' attitudes and behavior, especially related to coping and self reflection.

Qualitative analysis revealed strong themes in both questions related to needing adequate and consistent staff to run inmate programs, needing to improve staff attitudes toward inmate programs, improving the communication provided regarding inmate programs, and involving staff in program implementation decisions.

