

TRANSFORMATION PROJECT NCYF FACILITY 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 Youth Facility (NCYF).

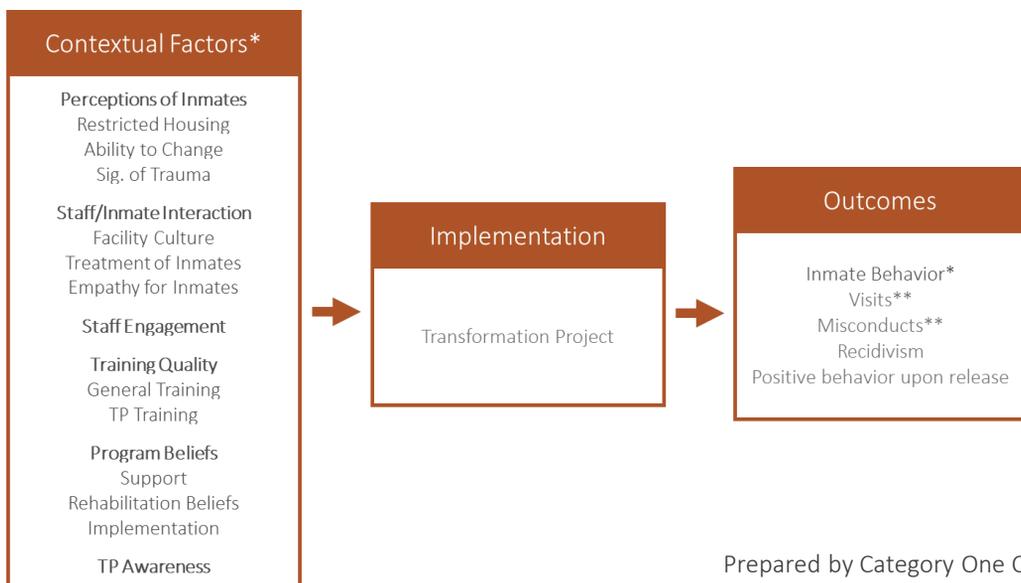
FACILITY READINESS ASSESSMENT OVERVIEW

A facility readiness assessment for staff was developed, deployed, and analyzed to understand the current environment at NCYF so that TP 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 82 items, 80 close-ended and 2 open-ended. 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 the figure below for the measurement model depicting the relationships between contextual factors and program outcomes.



* Indicates constructs were measured in the Readiness Assessment

**Indicates constructs were measured in a previous evaluation

FACILITY READINESS ASSESSMENT RESULTS

The facility readiness assessment was deployed to 75 staff members at NCYF. Of these, 57 responded to the assessment for a response rate of 76%. This is an adequate response rate to generalize the findings to all of the staff at NCYF. Respondents were primarily men (73%), Caucasian (84%), and were relatively young with a median age of 29. Results are summarized below and in the figure.

Staff Engagement: Most NCYF staff are moderately engaged, however, job satisfaction is quite low and most wouldn't recommend NCYF as a good place to work.

Program Beliefs: Staff cite significant implementation issues related to communication. They also indicated that getting staff support for more inmate programs will be a challenge.

Perceptions of Inmates: Staff have fairly positive perceptions of inmates, including those in restrictive housing. The majority of staff do not believe trauma is a large contributor to criminal behavior.

TP Awareness: Some staff are unaware of TP and its mission and goals, however, scores were quite high for a pre-assessment. They report that getting staff buy-in and helping them to understand the benefits of the program (for both inmates and staff) will help smooth program implementation.

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

Staff/Inmate Interaction: Some believe that their fellow staff members are not willing to adjust their negative perceptions of inmates. Staff do not currently treat inmates in a way consistent with TP principles.

Inmate Behavior: Staff have 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 to gain staff support of inmate programs and the value of getting their feedback. Staff also cited the need to hold inmates accountable for their behavior in consistent manner. Some staff also believe the facility administration tend to be too lenient with inmates.

