

# Reducing Revocations Challenge

## Phase II\* At a Glance

**GOAL:** Reduce revocations in Monroe County, IN

### KEY RESOURCE

Eight Principles of  
Effective Intervention

<http://ncic.org>

### Action Research

## TEAM

#### PROBATION TEAM:

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## STRATEGIES

- 1. INCREASE FIDELITY TO BEST PRACTICES IN PROBATION.**  
EFFECTIVE PRACTICES IN COMMUNITY SUPERVISION (EPICS)  
MOTIVATIONAL INTERVIEWING (MI)  
CASE-PLANNING
- 2. REVISE STANDARD CONDITIONS OF PROBATION.**  
FEWER CONDITIONS  
CONDITIONS SHOULD BE POSITIVE AND GOAL-ORIENTED
- 3. INCREASE USE OF POSITIVE INCENTIVES.**  
INCREASE USE OF EARLY TERMINATION  
INCREASE USE OF INCENTIVES FOR CLIENTS  
DEVELOP INCENTIVES FOR P.O.'S  
DEVELOP TOOLS TO REINFORCE P.O. SKILLS



PHASE I: IDENTIFYING DRIVERS OF REVOCATION (OCTOBER 2019 – JUNE 2021)

PHASE II: IMPLEMENTING INTERVENTIONS TO REDUCE REVOCATIONS (SEPTEMBER 2021 – SEPTEMBER 2023)

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## Top Five Takeaways

In this report, we not only want to share our data, but also to share our experience with other researchers and practitioners who want to move toward more effective probation practices in their own communities. In addition to the top takeaways at the end of each of the three major strategy sections, here are a few more overarching suggestions for successful action–research based on our experience.

### **1. High-quality data is essential.**

- Monroe County’s case management system, its staff devoted to data collection and analysis, and their records underpin our study. Departments that do not have a modern records system should first target funding to acquire one, before other strategies can be effective.

### **2. Develop, and utilize, strong partner relationships.**

- Never lose focus on building the functional relationships that can drive continued change over time.
- Professional facilitation, and training, from partners external to the local justice system is invaluable when pursuing high-level systemic change with multiple stakeholders.

### **3. Utilize the Eight Evidence-Based Principles for Effective Interventions.**

- This short document ([link](#)) provides essential grounding for implementing initiatives.

### **4. Anticipate barriers.**

- Anticipate fatigue when executing interventions, such as trainings and surveys, that impact practitioner time.
- Anticipate the burden of “assumed” tasks such as compiling reports and presentations for funders, government partners, and others. The collection of data and records be daunting for POs who are already overextended.
- Departments should also consider the job duties of ART team members when divvying up tasks. Researchers can use grant funds to buy out time from other duties. Practitioner partners do not typically have this option.

- When possible, outsource professional support for tasks such as report writing and policy brief creation.
- Plan for long-term staffing and funding needs to sustain initiatives. Our interventions were costly to fund initially and will require funding to sustain over time. To address continued funding, for example, the department gained two full-time positions to coordinate ongoing contact with CCS, sustain PO training, and monitor fidelity.

#### **5. Systems change takes time.**

- Anticipate long deliberative processes, challenging conversations, and set-backs that delay momentum. Identify and involve the key decision makers for each initiative to decrease implementation time.
- Anticipate and face difficult conversations about racial and ethnic disproportionalities and disparities. Be prepared to listen and engage in these conversations to identify and implement policy or practice changes.
- It is important to recruit individuals with lived experience and appoint them to advisory boards, workgroups, and leadership positions. It will take time to build trust and build those relationships. It will also take financial resources to compensate residents for their services. Although we were able to develop a small group of individuals with lived experience who wanted to share their probation experiences, we were not able to integrate residents into implementation discussions and activities to the ideal extent. Secure the funding and expertise needed to include this key stakeholder group.