

***Using research to inform training
and core competencies for
parole decision makers***

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Framework Research

- Overview
 - Development of structured roadmap to inform decision making
 - Reflects empirical literature to ensure evidence-based
- Evidence
 - Good inter-rater reliability
 - Improved accuracy (40% of BOI cases)

Using the Framework

- Training
 - Improved case analysis
 - Increased confidence
- Practice
 - Defines quality assessment
 - Not a risk scale
 - Consistent with policy and law

Using the Framework

- Suitability for release
 - Limits over-reliance on less valid factors (interview)
 - Provides clear rationale for decision
- Release Conditions
 - Identifies risk factors
 - Reflects dynamics of case

Evidence-Based Practice

- Overview
 - Guiding principle in correctional practice
 - Identifiable skills and content issues in risk assessment, programming and aftercare
- Evidence
 - Research → increase in public safety
 - Policy → cost savings

Understanding the Process of Decision Making

- Competencies
 - Are there unique skills and characteristics that contribute to enhanced parole decision making?
- Critical Factors
 - Are there critical factors that are unduly emphasized in parole decision making?

Critical Factors

- Critical factors
 - Risk
 - Interview impressions
 - Program participation
 - Aftercare
 - Victim impact statements

Core Competencies

- Important in selection of board members
 - The issue is skills and views regarding case analysis & parole
- Relevant as a training goal
 - Can competencies be trained?
- Look to related fields for insights
 - NIC position paper for correctional leaders

Core Competencies

- Emotional competence
 - Self-awareness
 - Self-management
- Leadership
 - Vision
 - Modeling
- Decision making
 - Analysis
 - Core knowledge

Integrating Research & Training

- Keeping abreast of new research
 - Role of “Think Tanks” & agencies (NIC)
 - Useful websites
- Case consultation and mentoring
 - Advantages of consultation with experts during case preparation
 - Specialty expertise (SO, DV, MDO)

Integrating Research & Training

- Use of case examples
 - Doing is learning
- Deciphering research findings
 - Putting data and findings into usable language
 - Using research findings to inform policy