Criminal Justice
Behavioral Health Services

Helping adults and children
to be successful in the community
-including in the prison community -
while ensuring public safety.

Changing the World: Inspiring Hope, Health & Recovery

Transforming systems at every level
to be about the needs, hopes and dreams
of the people and families with complex needs
who come to our door

©2011 by ZiaPartners, Inc. All rights reserved.

Wouldn’t it be nice if people just did what we told them to do?

The Hope Challenge

Many people in trouble with the law have no hope that their lives will get better, so they give up before they get started.

People with multiple issues and multiple challenges most need HOPE in order to be inspired to do the work to succeed.

The Complexity Challenge

- Individuals with complex multiple issues

Recovery-Oriented, Principle-Driven Adult and Child Systems of Care

ALL services (including CJ related treatment services) are:

- Hopeful
- Person- or family-centered
- Trauma-informed and strength-based
-

Integrated Systems of Care

- Complexity is an expectation, not an exception.
- ALL services (including CJ related treatment services) are designed to welcome, engage, and provide integrated services to individuals and families with multiple co-occurring complex issues (MH, SUD,

Comprehensive, Continuous Integrated System of Care

CCISC

- All programs in the system become welcoming, recovery-oriented, trauma-informed, and complexity-capable.
- All persons delivering care become welcoming, recovery-oriented, trauma-informed, and complexity-capable.
- 12-Step Program of Recovery for Systems

Recovery-Oriented Complexity Capability

Each program organizes itself,
within its mission and resources,
to deliver integrated, matched,
hopeful, strength-based
best practice interventions for multiple issues
to individuals and families with complex needs
who are coming to the door.

Complexity Capability in Criminal JusticeA

- All programs

Recovery-Oriented Complexity Capability

- CCISC Program Self-Assessment Tool: COMPASS-EZ™
- 12 Steps for Programs Developing Recovery-oriented Complexity Capability

Recovery-Oriented Complexity Competency

Each person providing services is helped to

Recovery-Oriented Complexity Competency

- CCISC Clinician Self-Assessment Tool: CODECAT-EZ™
- 12 Steps for Staff Developing Recovery-oriented Complexity Competency

Is this your vision?

If so, how do you get there?

How do we get there clinically?

As a system or organization, how do we get there?

Quality Improvement

- Recovery process for systems
- Horizontal and vertical quality improvement partnership
- Empowered Change Agents
- Anchoring value-driven change into the “bureaucracy”
- Serenity Prayer of System Change

What is a System?

Sets of nesting Russian dolls
that are not quite so nesting:

Systems
within systems
sitting next to other systems
within systems.

Transformation

- Involves EVERY system, subsystem, and sub-sub-system in a common process to achieve a common vision, with EVERY dollar spent and

Vision-Driven Quality Improvement Challenge

- How well are your criminal justice services and programs organized to empower staff as partners in vision-driven quality improvement?
- How well are you organized to build inspiration:
  - –

Principles Made Simple

Principle #1

Complexity is an expectation.

- Welcome people with complexity as priority customers.
  - *This is not just about "being nice"; this is welcoming the opportunity to work with people exactly as they are.*
- Remove access barriers that interfere.
- Welcome the chance to see ALL the complex issues: integrated screening and documentation.

Principle #2

Service partnerships are empathic, hopeful, integrated, and strength-based.

- Hopeful goals for a meaningful, productive life.
- Work with all the issues step by step over time to achieve success.
- Identify and build on strengths used during periods of success.

Principle #4

All co-occurring conditions, including criminal justice issues, are primary.

Integrated multiple primary condition-specific best practice interventions are needed.

Always consider criminogenic thinking as well as each behavioral health issue as a "primary" condition to address

Principle #5
Parallel process of recovery

Stage-Matching in Criminal Justice Settings

- For many people, the “most active” stage of change will be their interest in not being incarcerated.
- Integrated stage-matching for multiple conditions means that you engage the person to make progress toward his/her hopeful goals, utilizing addressing the issues with “more active” stages of change to leverage progress in addressing related issues in “earlier” stages of change.

Principle #5 (continued)

Stages of Change

- Preparation:I’m ready to start changing but I haven’t started, and I need some help to know

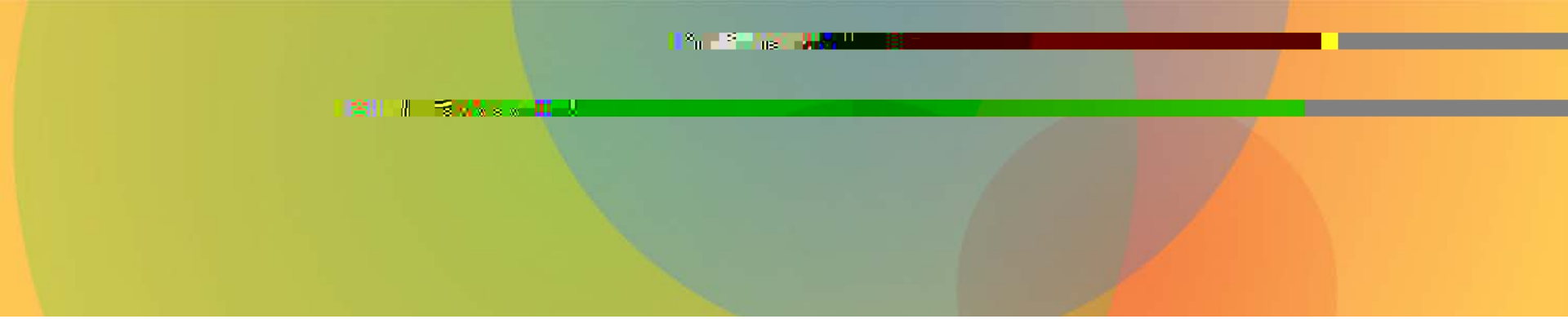
Principle #6

Adequately supported, adequately rewarded, skill-based learning for each condition.

-

Reminder:
There is no one correct intervention or program.

In CCISC, every program, policy, practice,



For Systems, Agencies and Programs

12 Steps of Recovery: Step 1

- Welcome all staff into an empowered partnership.
- Define a vision for all programs and all staff.
- Define the vision as related to core values:
  - Welcoming, hope and recovery
  - Matching services to the needs and dreams of the people and families with complexity.

For Systems, Agencies and Programs

12 Steps of Recovery: Steps 2, 3, 4

- Step 2:Define your CQI “Recovery Team” for the agency.

For Systems, Agencies and Programs

12 Steps of Recovery: Step 5 Tools

- COMPASS E-Z™ for behavioral health programs
- COMPASS P-H™ for primary health programs
- COMPASS I-D™ for intellectual disability services
- COMPASS Prevention™ for prevention and early intervention programs

For Systems, Agencies and Programs

12 Steps of Recovery: Step 6

- Achievable Quality Improvement Plan for each program

For Systems, Agencies and Programs

12 Steps of Recovery: Steps 7, 8, 9

- Step 7:Welcoming individuals and families with complex needs.
- Step 8:Seeing the complexity in the people we serve: integrated screening and counting.
- Step 9:Establishing hopeful goals for a happy life. Identify periods of strength and success.

For Systems, Agencies and Programs

12 Steps of Recovery: Steps 10, 11, 12

- Step 10: Integrated recovery-oriented strength-based assessment for multiple primary issues.
- Step 11: Stage-matched interventions:

What will be your next small step of success as a system, agency or program?

And let’s give each other a round of applause!!!

Thank You