

BC Community Corrections

- Implementation and Maintenance on a Large Scale
- 5th World Congress on Probation and Parole
 - Bill Small, Provincial Director

Leading Change Everyday



Leading change **every day**

Overview

- Readiness
- Permissions
- Launch
- The Pause
- A Recalibrated Relaunch
- The Results
- Positioning for the future (SCS)



Substance
Abuse
Management

Living
Without
Violence

Respectful
Relationships
Part One and
Part Two

Thinking Leads
2 Change:
Program for
Women

Maintenance
After
Treatment

BC Corrections was well positioned

- Policies and practices were in place that supported RNR work
- Core programs were developed and began to lay the groundwork for CBT work with clients
- Staff had access to Core concepts to use in their one-on-one work when targeting criminogenic needs

Permissions

Support obtained from the Deputy
Minister of Public Safety and Solicitor
General

Research agreement with Public Safety
Canada

Communication with stakeholders

The Launch

It was recognized for proper training and development, a supportive organizational structure had to be created



This included

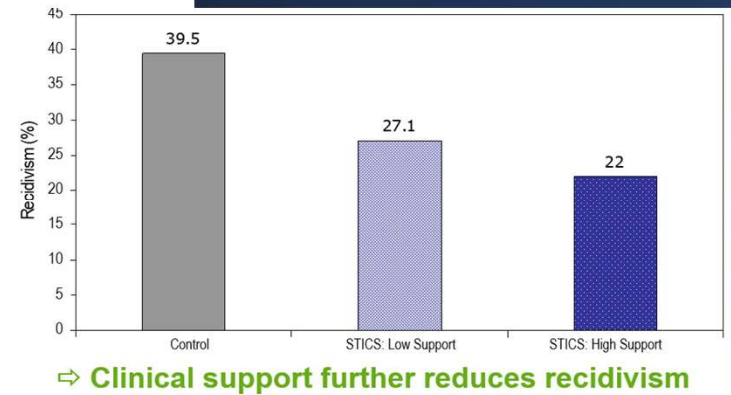
Creation of a STICS Steering Committee	Establishment of a STICS working group	Director of Programs and Interventions	Hiring of 4 STICS Coordinators	Designating Coaches	Programs and Interventions Analyst	Designated Admin support
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Operational Resources – Building Internal Capacity

Coaches

Coordinators

Professional
Development
Activities



Initial Challenges

- Local Manager initial involvement
- Clinical skill management vs performance management
- Ongoing engagement and fatigue
- Training and building internal capacity
- Continued support from stakeholders

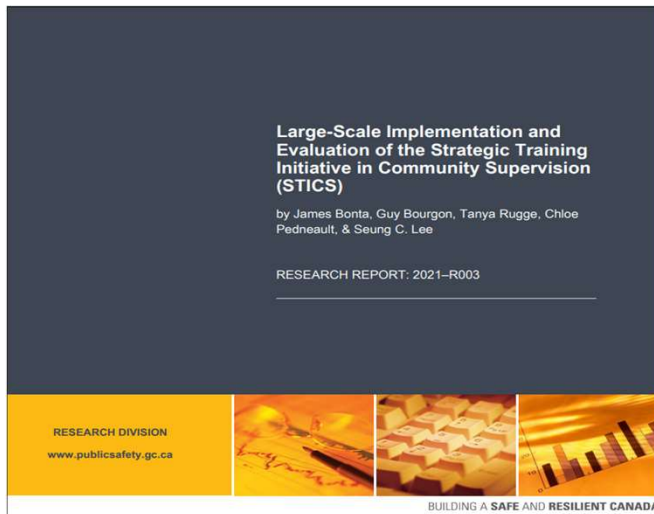
The Pause and a Recalibrated Relaunch

In early 2013, probation officers and local managers were invited to participate in a series of discussions and/or surveys

Their input resulted in:

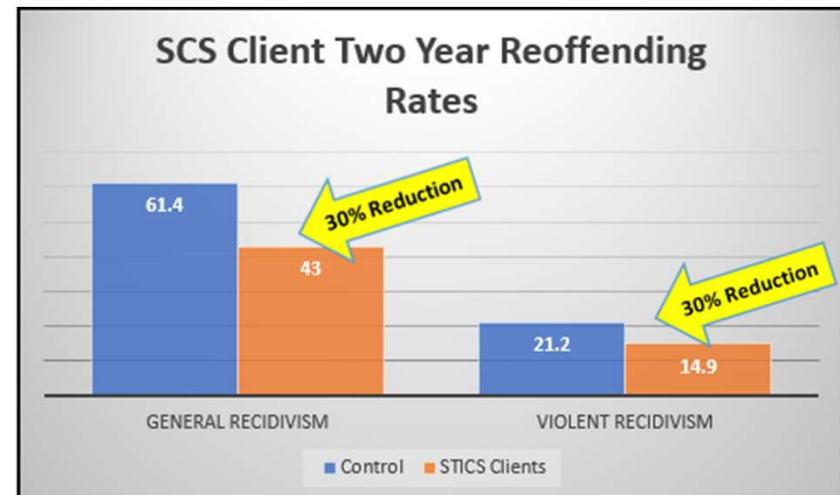
- enhancements to communication practices,
- increased understanding of the challenges of implementing a new initiative,
- ongoing and transparent discussions pertaining to role clarification,
- increased emphasis on coaching supports,
- increased technological comfort, and
- concrete strategies to increase engagement and minimize the impact of increased workloads

Publications



Results

Clients taught cognitive behavioural techniques were approximately 28% less likely to be reconvicted of new criminal offenses compared to clients who had not engaged in any cognitive-based interventions



Addressing Fatigue

Fatigue in staff, coaches, coordinators and supervisors.

Staff engagement helped with some solutions.

- A pause in the roll out
- Updating professional development activities
- Modular training vs 3 days
- Shifting focus in yearly structured learning workshops
- Adapted a coaching approach
- Virtual engagement

Positioning ourselves for the future



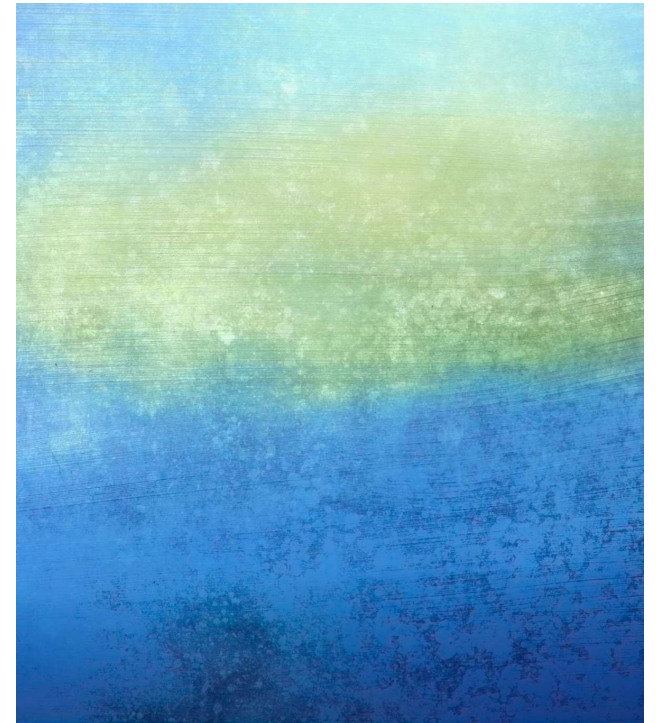
Coaches – Supporting their ongoing development



Coordinators – continue to support creativity and skill development.



Modular Training

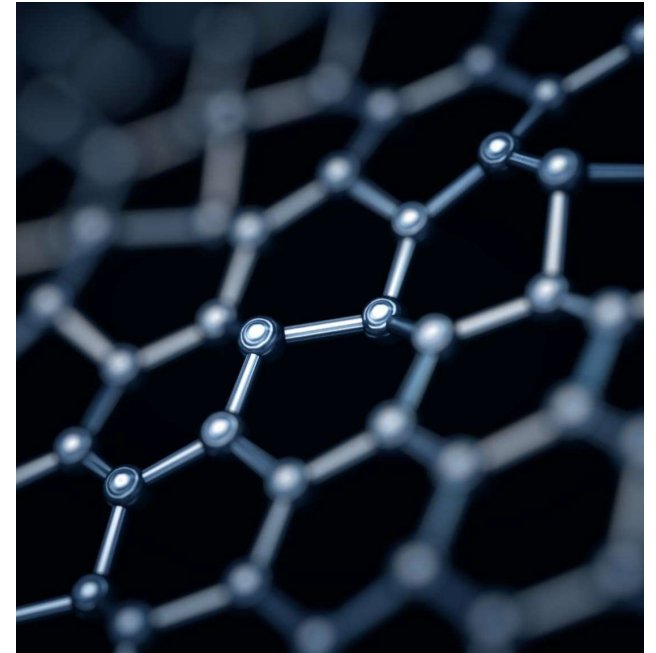


Strategic Community Supervision

STICS IS NOW “PART OF
THE FABRIC” OF OUR
WORK

THE CONCEPTS
INTRODUCED THROUGH
STICS ARE INTEGRATED
INTO OUR CORE
PROGRAMS

LEADING CHANGE
EVERYDAY



Leading Change Everyday



Leading change **every day**