

JSTEPS:

Advancing Offender Outcomes

GEORGE MASON UNIVERSITY

ACE!

CENTER FOR ADVANCING CORRECTIONAL EXCELLENCE

Qualitative Fieldwork

(observation & interview)

- Pre-Implementation Site Visits
 - Organizational Culture
 - Rapport with Organizational Actors
 - Readiness for Change
 - Background for Learning Team Meeting
- Site Visits
 - Research
 - Training
 - Working in a mixed-method study
- Follow Up
 - Fielding Training Questions
 - On-going interactional dynamics (intra- & inter-org)

CM interactions between organizational actors (same site)

- **PFD** wants an iPod in reward cabinet. **PO-1** says an iPod can be traded for drugs easily but it's OK b/c most prizes can be traded for drugs too. She doesn't like this. Says "Now we're helping them buy their drugs." **AUSA** likes movie or gift certificate idea and wants prize to be day at a local museum. PO says that's not a good idea b/c no one wants to go there. **AUSA** says so what, at least we'd broaden their horizons. **PFD** laughs at this. **PO-2** says AUSA is projecting again and that it is not up to her. The rewards are supposed to be worth getting to them (offenders). **AUSA** wants them to choose wisely and thinks POs should facilitate their choices. **PO-2** says you can't force them to choose a certain reward. That defeats the whole purpose here.

Processing CM-ideas w/ the team

- **PO**: “It will take a lot more time to do JSTEPS; input with client rather than inputting later. Are you saying we have to see all our clients in the office and do this with them each time?”
- **J**: We will begin working with Federal Bar Association to get them to supply rewards. We do points—some social and some tangible. We tried tangible before and it didn’t work but we think we’ll try again—though not candy bars.
- **PO**: We also need to do a much better job with how offender start in the program. We need to get them to buy in. We should think about the role of the offender in the process more broadly.