

Officer Practices and Perceptions Explain Variation in Probationer Supervision Outcomes: A Multi-level Examination of Practices Across Five Agencies

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Sam Houston State University

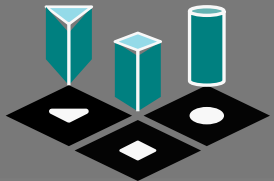
Heather Toronjo

Lauren Duhaime

Faye S. Taxman

George Mason University

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OF CRIMINOLOGY | November 18, 2015

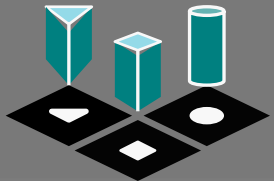


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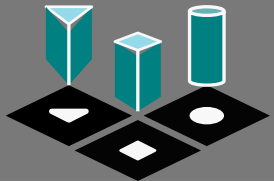
Overview

- Background
- Research Questions
- Method
- Results
- Discussion



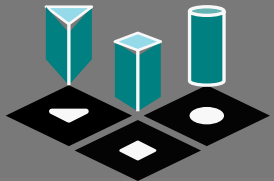
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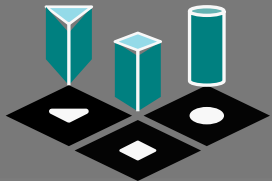
Background

- Community supervision is most effective when supervision officers follow scientifically proven practices = Evidence-based practices (EBPs)
 - Research finds that officers have difficulty using evidence-based practices (Miller & Maloney, 2013)
 - Evidence-based supervision = no less than 10 factors related to use of risk and need assessment, officer practices, assignment to programming, working alliance.



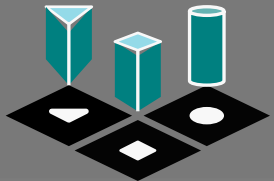
Background

*We need to determine which
EBPs are most effective*



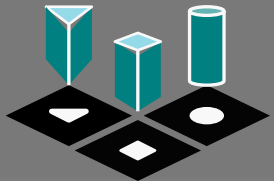
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Research Questions

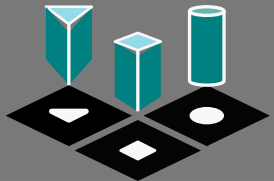
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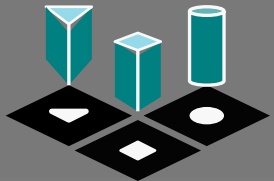
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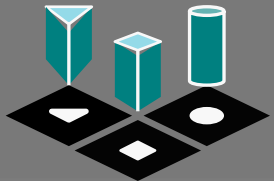
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Study Background and Procedures

Site Selection: 5 SOARING sites



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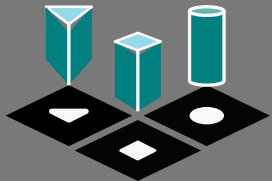
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Probation officer surveys

(95.27% response rate)



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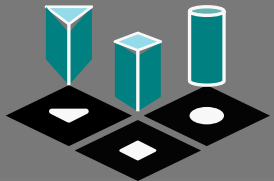


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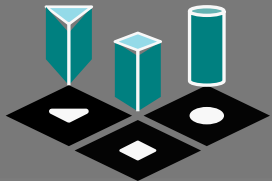


Administrative data and
Criminal justice follow-up data



The Sample

7,326
Probationers



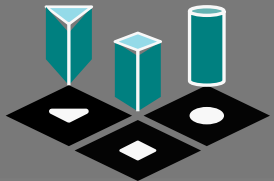
The Sample

161

Probation Officers

7,326

Probationers



The Sample

5

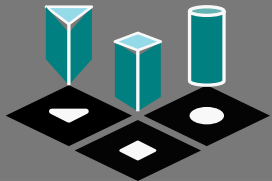
Probation Offices

161

Probation Officers

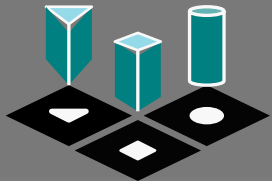
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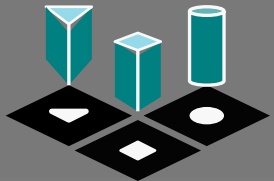
Data and Measures

- Probationer (Level-1)
 - *Outcome: Arrest at 2.5 years*



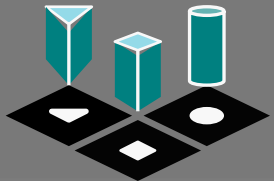
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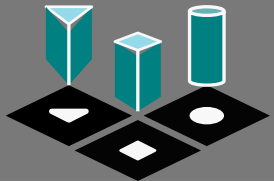
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 - *Demographics*: Gender, age, tenure
 - *Survey items*: Reported practices, Organizational perceptions



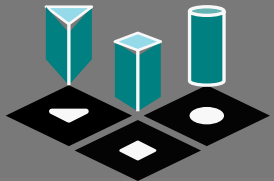
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 - *Survey items*: Reported practices, Organizational perceptions
- Probation Office (Level-3)



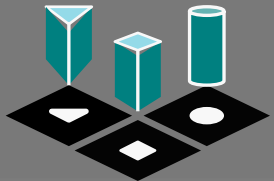
Data and Measures

- Reported practices
 - Case management practices (alpha = .93)
 - Monitoring practices (alpha = .79)
- Organizational perceptions
 - Organizational commitment (alpha = .71)
 - Organizational climate (alpha = .96)



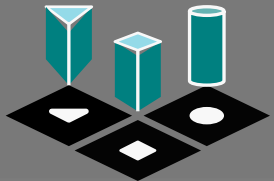
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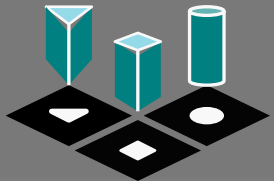
Results: Null Model

- Significant outcome variation across officers ($p < .001$; $r_{icc}=.24$) and agency ($p < .001$; $r_{icc}=.21$)
- Substantial intra-office consistency
 - Strong average office inter-rater reliability (.86)



Research Questions

Research Question A. Do selected probation officer practices and perceptions differently influence individual probationer outcomes, independent of one and other?



Results:

Probation Officer Practices

	O.R.	<i>p</i>
PREDICTORS		
Level 1: Probationer*		
Violent	1.08	ns
Prior supervision history	3.33	<.001
Intensive supervision	0.45	<.001
Days in the community	0.99	.004
Level 2: Probation Officer		
Male	0.402	ns
White	1.128	ns
Tenure	1.027	ns
Case management	1.08	ns
Monitoring practices	1.17	.032
Level 3: Probation Office		
Office	1.017	ns

*Controlling for gender, age, race

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Results:

Probation Officer Perceptions

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White	1.128	ns
Tenure	1.027	ns
Organizational commitment	0.67	.005
Organizational climate	1.27	ns
Level 3: Probation Office		
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Results:

Probation Officer Perceptions

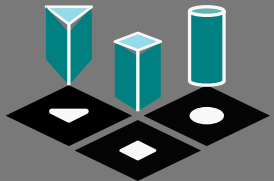
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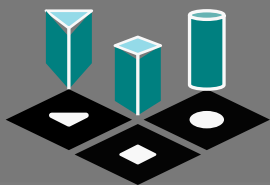
Probation Officer Practices + Perceptions

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Organizational commitment	0.67	.005
Organizational climate	1.22	ns
Case management	1.07	ns
Monitoring practices	1.09	.033

Results:

Probation Officer Practices + Perceptions

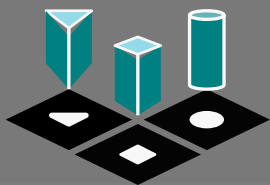
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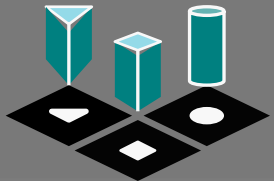
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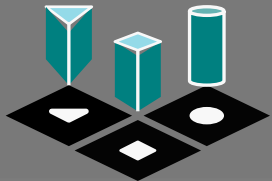
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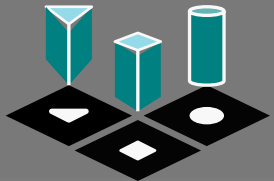
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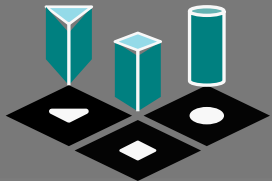
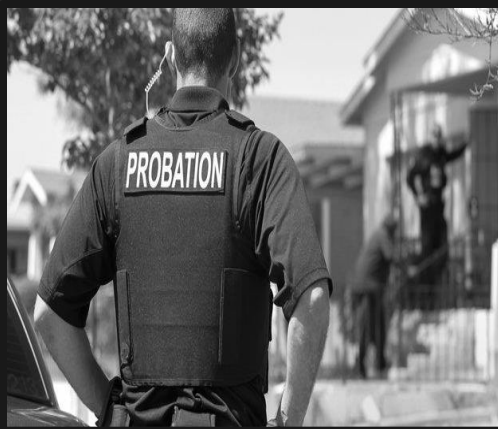
Discussion

We need to determine which evidence-based practices (EBPs) are most effective.

- Organizational commitment: ↓ arrest
- Monitoring practices: ↑ arrest



Thank you!



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